

concordia's Thursday Report

Vol. 17 No. 18 February 18, 1993

Professor says corporations turn employees into moral mutes

Managing morality

by Phil Moscovitch

Professor Fred Bird wants to know what it is about corporations that turns their employees into what he calls "moral mutes."

Bird, who teaches in both the Religion and Management Departments, has studied the ethical behaviour of corporate managers. He is now conducting a much broader study,

which will examine how corporations manage moral issues.

The study currently involves six North American corporations, ranging in size from 2,000 to 15,000 employees, and Bird hopes to include up to four more. He is collaborating on the project with colleagues from the University of Western Ontario and the University of Santa Clara, in California.

But it wasn't easy getting the study under way.

"Some of it just involves getting corporations who are willing to be the subject of this

type of investigation," he said. "One company was in the middle of laying off, and they didn't want anyone around asking questions."

The study, which began in November 1991, involves interviewing managers, employees and customers of the companies, and, in some cases, members of the communities in which they are located.

The ethical concerns of each organization vary, depending on the nature of the business itself. At one site — a hospital — resource allocation is an important concern. At a petrochemical company, environmental considerations are an important ethical issue.

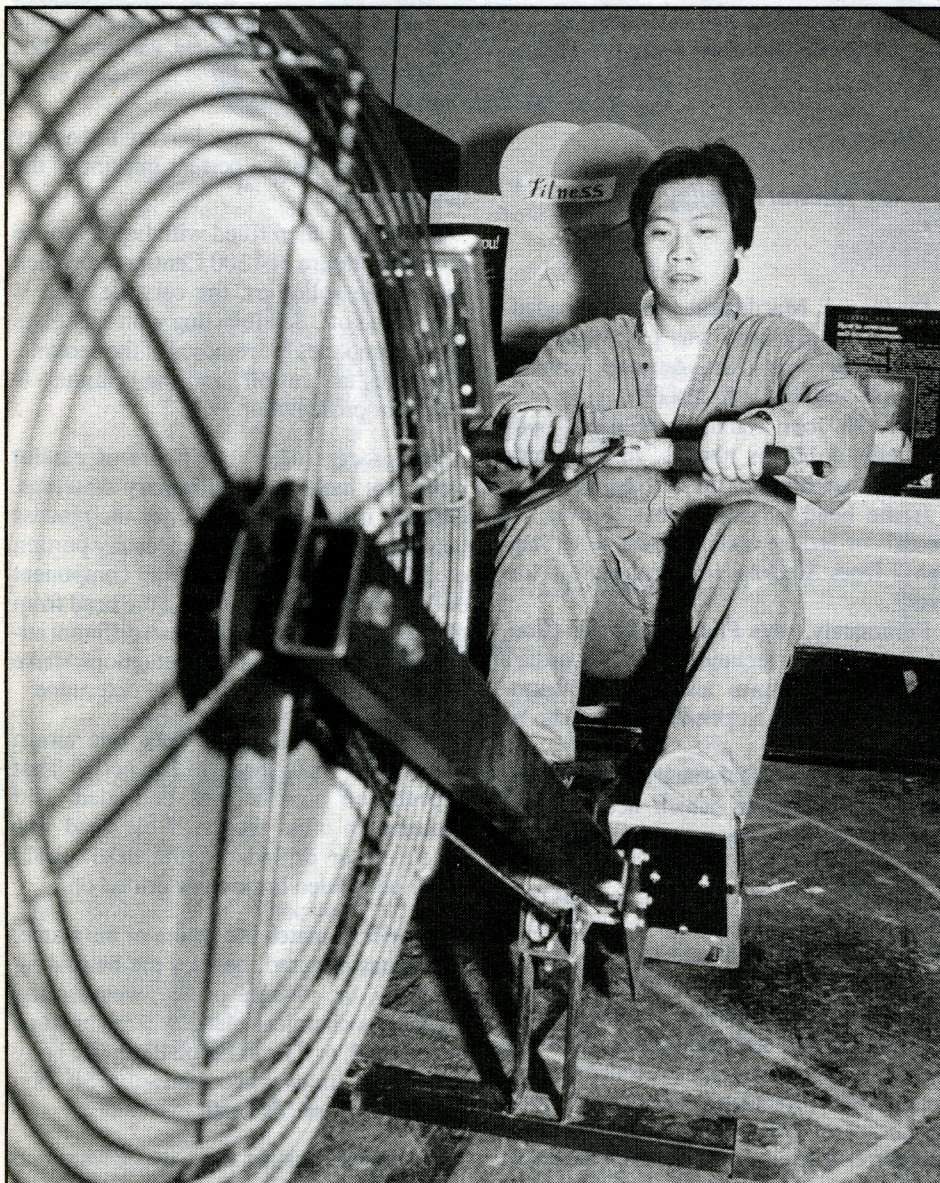
In his first study of corporate managers, Bird found that many are hesitant to express moral concerns. "Often managers have moral concerns, but they don't talk about them because it's not seen as the thing to do, and because so often when people use moral language they do it for morally questionable reasons — they do it to plead and blame."

A number of managers hold corresponding values in private. "But the common values were not held in common — they didn't talk about them together," Bird explained. "In that sense the values had a kind of reality they didn't acknowledge."

While individual managers may be "moral mutes," Bird noted that many corporations suffer from "moral amnesia" when they ignore laws on pay equity, environmental standards, and food quality.

See **CORPORATE MORALS** page 16

Two-day Health Fair draws close to 3,000 participants



If attendance at the two-day Health Fair held last week in the Henry F. Hall Building mezzanine downtown is any indication, Concordia faculty, students and staff are very concerned about their health. Close to 3,000 people indulged in nutritious snacks provided by Marriott Food Services and participated in several hands-on displays to determine how healthy and fit they are. This young man tries out the Concept II rowing machine.

The Health Fair also featured a Safe Spring Break booth which launched the Alcohol Awareness programme, an initiative of the University with Bacchus Canada, a student-directed resource organization which educates and assists students in Canadian universities and colleges in dealing with alcohol consumption. See page 16 for more on the Health Fair. PHOTO: Jonas Papaurelis

Independent committee of inquiry approved

by Ken Whittingham

The Board of Governors has approved the mandate and time frame of a three-member independent Committee of Inquiry to investigate all matters relating to "scientific and academic integrity" at Concordia, particularly as regards research in the field of engineering.

The committee members — to be chosen from outside the University — will have broad powers to formulate policy recommendations. Among other things, they will be asked to determine:

(1) whether the rules, procedures and practices in force at Concordia regarding scientific and academic integrity conform to those generally followed at other Canadian universities; and;

(2) whether there is any substance to the allegations of scientific and financial misconduct that were made last summer to the Natural Sciences and Engineering Research Council (NSERC).

The committee's composition will be determined at an upcoming meeting of the Board of Governors. The group will be in-

See **GOVERNORS** page 17

NO PAPER NEXT WEEK

There will be no issue of *Concordia's Thursday Report* next week during Reading Week. The newspaper will return on March 4 with a special women's issue to mark International Women's Day. Submissions and suggestions for this special issue should be made as soon as possible.

Special Note: For the past few years, *CTR* has printed a list of women's achievements at Concordia in the special issue. There is no single repository of information at the University and it is sometimes difficult to get the whole picture.

CTR would appreciate the community's input in making this list as complete as possible. If you know more women 'firsts,' please send them in writing to the attention of the editor of *CTR* before Monday, March 1, S-BC-115, or by fax at 848-2814.

INSIDE

Black History Month 3

Featured black writer, artist and Concordia Professor Clifton Ruggles says that black community achievements should not be touted only during Black History Month, leaving black Montrealers to founder the rest of the year.

Academic Jeopardy 8

In the third and last installment of the series, *CTR* looks at academic advising and how it can be made more effective. Some students use the service only after they've already started skidding toward failure. And some professors are ill-equipped to advise.

Auditor's Report 9-15

The 1991-92 Auditor's Report is reprinted in a special seven-page section of *CTR*. These financial statements present the financial position of the University as at May 31, 1992.

OFF THE CUFF

edited by Bronwyn Chester

Off the Cuff is a weekly column of opinion and insight into major issues in the news. If you are a Concordia faculty or staff member and have something to say "off the cuff," call CTR at 848-4882.

Women's choices run from Paul Newman to Ann Medina when it comes to a fantasy prime minister of Canada

Last week, Concordia men had their stab at choosing their fantasy prime minister. This week, Concordia women choose their leader, or, in some cases, leaders. Their choices are novel — or, out of a novel, visionary, or televisionary.

Katherine Waters, English: "I would have said Paul Newman, but that would be a bit of a waste. I mean, it's unlikely that I'd ever bump into him, and it's not as if he'd have the time for an affair. No, I want my husband to be prime minister. That's more logical. He's looking for a different kind of job right now and I'd like the power, money, swimming pool and unlimited spending-account at Holt Renfrew of being a Mrs. Prime Minister.

"Isn't that interesting? I immediately start to think of men for Prime Minister. Now, what can that mean?... Well, if it can't be my husband, I'd like to see Yael Dayan, a parliamentarian in the Knesset, but then her badly needed presence in Israel would be lost. No, it would have to be Elizabeth Bennet Darcy and Emma Woodhouse, two Jane Austen characters. Each of them had high verbal and managerial skills, as well as boring husbands. At the end of the novels, we don't know what happens to them. By now they would be old enough and skilled enough, and dying to do something with their lives, so I'd like to give them a stab at prime ministership.

Murphy Brown would make one of my choices of a modern woman. She's powerful and progressive enough to make an enemy of Dan Quayle. So would Glenda Simms, the president of the Canadian Advisory Committee on the Status of Women."

Sheila McDonough, Philosophy: "I'd like to see Sheila Copps. It would be a good thing to have an anglophone, with good French and a good rapport with Québec. She's very popular here. Furthermore, she's lively and would do some new things."

Lorna Roth, Communication Studies: "We need to rethink this prime minister thing; it's so tied into a masculine political structure: one leader, having to be loyal to your party above your own conscience, showing contempt of the opposition. First off, we need to can the single prime-minister system. I'd choose co-prime ministers: Agnes Macphail, Canada's first female member of parliament (first elected in 1921), and journalist Ann Medina. Macphail, I would like because she was a pacifist, a feminist and someone who had an international perspective. She promoted a world view and fought to eradicate racism and social injustice. At the same time she stayed in touch with her rural Ontario constituency. Her breadth of view is something we need badly today.

"Ann Medina is very intelligent and has a deep knowledge of international and national matters. As a foreign correspondent in such places as the Middle East, she has frontline experience of the complexities of international problems that she would bring to national politics, breaking the elitist views held by our current prime minister. Together, I think she and Macphail would do well."

Dana Hearne, Women's Studies: "Men aren't up to it. It's time for a woman. It's clear to me that I, as the re-incarnation of the ancient Celtic goddess, Dana, the sacred keeper of the earth and the very source of life, am the obvious choice for prime minister of Canada.

"Alas, however, this honourable path of service is denied to me, as long as I am obliged to swear an oath of allegiance to the Queen of England and her, happily ever-dwindling, empire."

CLARIFICATION

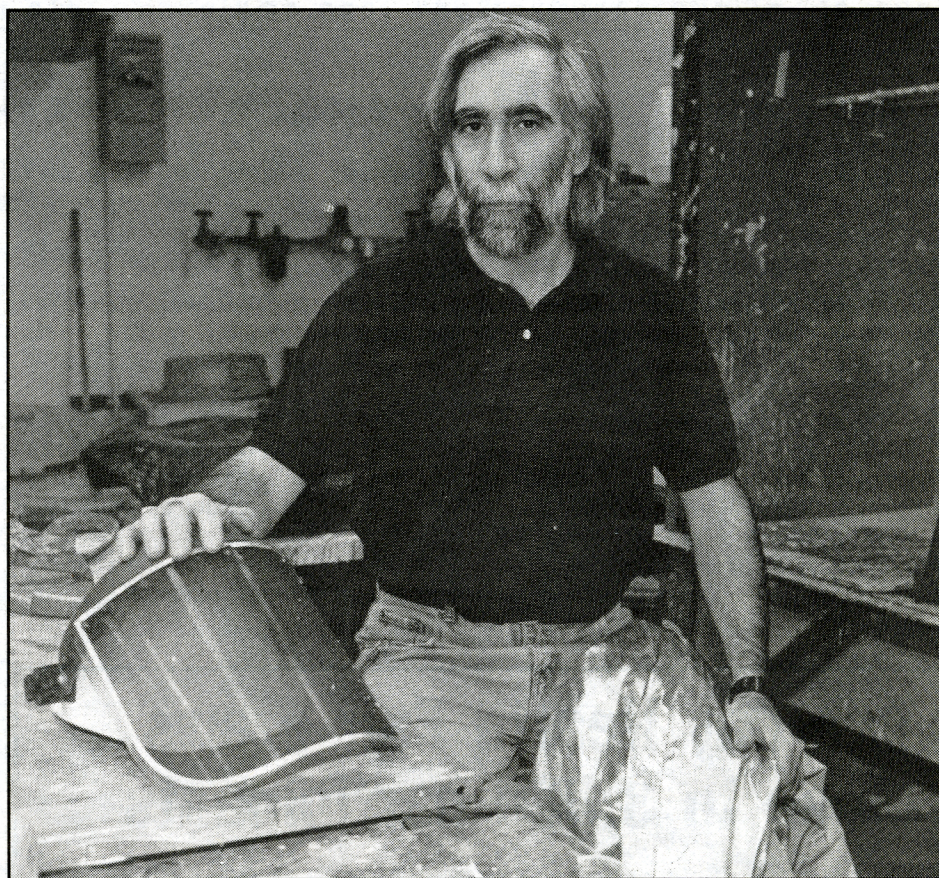
Due to an editing error, Bob Wrightson's name was inadvertently left out of an article dealing with the recent acquisition of the complete records of the Nuremberg trials. Sol Katz, the Azrieli Holocaust Collection Librarian, said of Wrightson, the Library's Assistant Director, Collection Services: "it was he who put me up to applying for the grant. Without his special concern, both Concordia and myself would not have been as lucky."

CORRECTION

In last week's article about limited term appointments, Raymond Hall, the Concordia International Business Association's (CIBA) Vice-President, Academic, was erroneously quoted as saying that laying off sessional lecturers, of which 50 per cent are women, would leave no women lecturers in the Faculty of Commerce and Administration. In fact, he was referring to the Department of Finance. CTR regrets the error.

Statue of Sir John A. can be saved

The beheaded can be re-headed



Sculpture Technician François-Xavier Cloutier may well be called to the rescue if and when the City of Montréal sanctions a new head for the statue of Sir John A. Macdonald, vandalized last fall.

PHOTO: Marcos Townsend

by Rachel Alkallay

Sir John A. Macdonald's been beheaded.

The dastardly deed was perpetuated by executioners unknown. Actually, vandals made off with his head last fall.

Now Sir John stands, bewildered body correctly posed as always, in Dominion Square, searching for his cerebral half.

If the head is indeed lost forever, 30 pounds of bronze melted down, what happens? Does Sir John remain headless forever?

Fortunately, says François-Xavier Cloutier, a sculpture technician in Concordia's Sculpture, Ceramics and Fibres Department, Canada's first prime minister can be re-headed.

The sculptor has fashioned other anatomical parts for statues which needed body segments replaced because of damage.

Never a beheading, though.

Cloutier has created busts of famous people — former Montréal mayor Jean Drapeau, glasses and bald pate — among them.

The process of creating a new head is time-consuming and painstaking. Working from existing photographs, Cloutier makes detailed sketches, then creates a wax prototype head, reflecting every detail of the final sculpture. A liquid rubber mold would be brushed, making a "negative" of the head.

The hollow head is then filled with wax for 30 to 60 seconds; once the wax has solidified, the remaining wax is poured out. The mold is opened; then a gating system made of wax is attached to the head with runners at places where it would be easy to cut. The wax is covered with a ceramic shell.

Once it is dried, the bust will be fired in

the kiln. The wax melts, leaving the empty ceramic shell with a perfect imprint of the detailed head.

The shell is then filled with liquid bronze at a temperature of 1200 Centigrade. When the bronze solidifies, the ceramic shell is hammered off. Sandblasting with tiny glass beads completes the removal of the ceramic. The gates are cut off, and the sculpture is ready for presentation.

The process takes 100 hours of careful work, not including preliminary drawings. Cloutier is an expert, and once the process begins he rarely needs to repeat any portion of the work. The most exacting component of the procedure is recreating the head from photographs, which taken from different angles and in varying lighting situations, make proportion and size difficult to determine.

Once completed, how does one attach Macdonald's new head to his body? That depends on how he was beheaded, said Cloutier. In other words, if his head was sliced off or drilled off, the head would either be welded back on or drilled on.

In order to match the patina of the statue, which has endured, besides the beheading indignity, the ravages of age, weather and pigeons, a chemical blend will be brushed on the head, or if need be, on the entire body as well. No one ever need know that Sir John temporarily lost his head.

Cloutier has asked the City of Montréal when and if a head would need to be sculpted. The police investigation into the incident is continuing. Should Sir John's head be lost to posterity, then sculptors would bid for the opportunity to recreate his cerebrum. Sir John A. can stand at ease. His head — perhaps newer and better than ever — will eventually find its place again in Dominion Square.

Columnist gives blacks a voice

A unique *Perspective*

by Bronwyn Chester

Clifton Ruggles wasn't pleased to learn that this article was being published as part of *Concordia's Thursday Report's* recognition of Black History Month.

Ruggles doesn't believe in recognizing minority groups simply when a particular festival or historical date happens to fall, then forgetting about them for the rest of the year. In fact, the part-time lecturer in the Department of Art Education and Art Therapy is dedicated to keeping his people, "indigenous" black Montréalers, as he calls them, as visible as possible all year long. His venue: a twice-monthly column in the West End edition of *The Gazette* titled *Perspective*.

Perspective is the place where Ruggles writes his "counter-narratives," columns dealing with lost pieces of Canadian history. In it, he deals with such topics as the participation of black Canadians in the two world wars, the importance of education and literacy in helping blacks to find a common voice and language, and simply the daily trials of being black and living in Montréal, including zealous surveillance by the police.

He knows his subject. He is black and grew up as one of nine children in a cold-water, Côte des Neiges apartment with his father supporting the family on a meager railway porter's wage. He participated in the black community's DaCosta Hall programme, which helps black teenagers get through high school and on to university, if, like Ruggles, they so chose.

Ruggles's writing about his and other black citizens' experience is different from non-black journalists writing about that experience. That's the usual narrative, and it gets presented as the only narrative, he said.

"Indigenous" blacks

By "indigenous" blacks, Ruggles means those blacks that are the descendants of black immigration — or importation, in the case of slaves — beginning in 1628, when the first slaves arrived in New France and continuing to the period 1897-1930, when the black community grew from 300 to 5,000 with the growth of the railway.

He uses the term "indigenous" to distinguish English-speaking blacks with long roots in Montréal, from the more recent waves of Haitian, African and West Indian immigrants, and to remind long-rooted white Montréalers that they were not the only newcomers to settle on this island.

This is a point that can't be made strong enough, says Ruggles, as was made clear to him last fall when he went to see the *Ainsi va la ville* exhibit last summer at Bonsecours Market. The show depicted Montréal's history, but omitted to show the black presence in the city's development. In an article last October in *The Gazette*, Ruggles argued that blacks are made invisible in Montréal by omission of their contribution to the city.

"Apparently, as far as the organizers are concerned, we did not exist," he wrote. In fact, "according to the information provided in the exhibit, blacks did not arrive until the wave of Haitian immigration in the 1960s."

It was by chance that Ruggles began his



Clifton Ruggles

PHOTO: Diane Comley

column at *The Gazette*. The newspaper was looking for someone to write a column on cultural communities for its new West End edition. A former reporter at *The Gazette* who had interviewed Ruggles previously suggested that the paper contact him. Ruggles was interviewed and offered the job.

Nervous at first, Ruggles now relishes the opportunity to voice his observations and analyses of how marginalization of any group happens in a society where you have a dominant culture and minority groups, and how it can be overcome.

He's developed quite a following, he says. Once, when, one of his columns was "marginalized by the paper" and hidden in the back pages, a factory worker called to complain.

Writing is not Ruggles's only medium. As well as teaching math and art at Options I, a high-school for dropouts, Ruggles is a painter and uses the medium to explore and express the experience of his people. Last summer, he exhibited a series of paintings and photographs of black railway porters, at the Black Studies Centre, of which Decision Science Professor Clarence Bayne is the director.

Ruggles is intent that through his teaching at Concordia and at Options I, his writing and his art, the acknowledgement and expression of being different is valued and practiced. When teaching prospective art teachers at Concordia, "I try to help students understand how their development has been formed, because that's what they bring into the classroom," he said, adding that teachers can enhance the appreciation of the different cultures in a classroom.

"The classroom is a place where you can have lots of cross-border exchange, cutting across the borders of cultures and emotion."

NAMES IN THE NEWS

by Barbara Black

Concordians appear in the media more often than you think! Some make news, while others shape public opinion. We monitor newspapers, radio and television across Canada and beyond to bring you this sampling.

- Sexual Harassment Officer **Sally Spilhaus** was interviewed several times on the recent Carleton University survey which claimed that four out of five female undergraduates have been sexually abused by the men they are dating. The survey, of 1,865 women and 1,307 men in 44 colleges and universities across Canada, aroused debate because it was so wide-ranging. Spilhaus told *Le Devoir* that she was shocked at the range of abuse in the survey, from verbal slights to physical assault. Putting them all together is irresponsible, she said. It trivializes the most serious problems, making them harder to address. Sexist attitudes and insults are wrong, but they are hardly in the same category as rape.

For more on the report, see page 7.

- Traffic report, from several angles: Reserved bus lanes, clogged bridges and threatened greenspace have provoked several media items on Montréal traffic lately. **Bala Ashtakala** (Civil Engineering) was interviewed by Rick Leckner on CJAD, while **Isobelle Corral** (Urban Studies) is doing a feature on CBC's News-world network on her favourite Montréal streets.

- *The Halifax Daily News* recently published a special supplement to commemorate the extraordinary Halifax Explosion of Dec. 6, 1917, which was the biggest in history until Hiroshima. They thanked, among others, **William Buxton** of Concordia's Communication Studies Department, for his help with research.

- A generally favourable review of the work of Concordia's Contemporary Dance students appeared in *Le Devoir* after the Department's Open House in November. Valérie Lehmann commented on the originality and sense of theatre of **Linda Jewers**, the sophistication of **Christian Lafleur**, the delicacy of **Barb Chisholm**, and the choreography of **Suzie Ranger** and **Aaron Bihari**.

- In a penetrating article for *The Gazette*, which was reprinted in the *Kingston Whig-Standard*, Peggy Curran dealt with the underrepresentation of women in politics. She quoted **Chantal Maillé** (Simone de Beauvoir Institute), who wrote a background paper for the Canadian Advisory Council on the Status of Women called *Primed for Power*: "Women now active in politics are critical of the culture underlying political life, its exclusion of personal life, and the sterility of party politics ... This milieu makes it very difficult for female politicians to defend women's interests with any forcefulness." Meanwhile, Simone de Beauvoir Principal **Marianne Ainley** was featured in the November French-language edition of *MTL* magazine.

- **Ida Zielinska** (Educational Technology) spoke to the fall conference of the Québec Federation of Home and School Associations on the effect of television violence on children. Although research on this subject is often contradictory and difficult to interpret, she said, the programmes most likely to arouse aggressive behaviour are probably those in which the situations are realistic, the action is exciting, and the violence goes unpunished — such as when it's the "good guy" doing the violence.

- **Marcel Danis**, Loyola alumnus and federal labour minister, started teaching at Concordia in 1968, and continues to do so by special dispensation from his boss, Brian Mulroney. Danis was the subject of an article by Michel C. Auger in *Le Journal de Montréal*. He teaches an introductory course in Canadian public law in an unusual arrangement which allows him to meet his commitments in the House of Commons: He deals with criminal law and the Charter of Rights and Freedoms, and his brother Jean-Claude handles the civil-law component of the course. Auger, who attended one of Danis's classes, reported that the minister often gives the students lively lessons drawn from his own experience as a defence lawyer.

- **Clarence Bayne** (Decision Sciences, Management Information Systems), award-winning activist, was part of an hour-long panel discussion on the contributions of the black community to Montréal and Québec on CJAD on February 15.

LETTERS

to the Editor

Don't confuse CASA with CUSA: VP

To the editor:

I am writing this letter to clarify the situation at Concordia University for your readers. I am sure that everyone has read the articles concerning the money problems that CUSA (Concordia University Students' Association) has been having.

I would like to make it clear that there is more than one student association at Concordia University. There are three; CUSA, ECA (Engineering and Computer Science Association), and CASA (Commerce and Administration Students' Association). Some CUSA executives are paid; all other associations' executives are volunteers. Falling under

CASA, there are other smaller divisions; one for marketing, accounting, finance, etc. I am the Vice President of Finance for the Concordia Management Society (CMS), and to my knowledge, neither CASA nor any of its divisions are having any financial problems whatsoever. All of our books are up to date, we owe nothing to the bank and we have receipts to cover all of our expenses.

I am almost embarrassed to say that I am the Vice President of Finance of anything at Concordia University because of the bad reputation that CUSA has given our school.

I am writing this letter so that I no
See CUSA/CASA page 16

Concordia's Thursday Report is interested in your letters, opinions and comments.

Letters to the Editor must be signed and include a phone number. If at all possible, please submit the letter on computer diskette. Limit your letter to 500 words. The Editor reserves the right to edit for space considerations although the utmost care will be given to preserve the core of the writer's argument. Send Letters to the Editor to BC-117, or fax 848-2814. Letters must arrive by Friday noon prior to Thursday publication.

Concordia's Thursday Report

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Editor Donna Varrica

Faculty Reporter: Bronwyn Chester

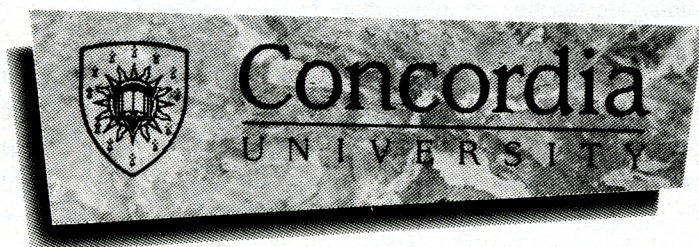
This Issue:

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REAL EDUCATION FOR THE REAL WORLD

Palestinians disrupted diplomat's talk: student

To the editor,

This letter is in response to Naomi Szeben's article, "Israeli Diplomat Greeted by Hostile Audience." In my opinion, her article did not reflect the purpose of the exercise, nor did it mention Hassan Abdul Rahman, the representative of the Mission of Palestine in Ottawa, who was invited to speak to the class the following week.

The purpose of the exercise was to deal with the Arab-Israeli conflict in terms of international relations. The course content deals with the United Nations, its bodies such as the General Assembly and Security Council, foreign policy decision making, ideological confrontations, regional conflicts and super power dimensions.

The two speakers were invited to the class to enlighten the students on their socialization and shine some light on the international conflict. The aim of the exercise was not meant to accuse either side or to air atrocities. Unfortunately this is exactly what transpired.

There were several Palestinian activists in the classroom who were not students. Their main purpose for attending was to attack Israeli Consul General Yitzhak Eevanov by engaging in guerrilla tactics. They did not come to the class to learn anything about international relations. They came to disrupt the talks and voice their opinions. Most of their questions were accompanied by long statements which had nothing to do with the exercise.

Rahman, as well did not seem to grasp the concept of the exercise. He spoke harshly and accusingly in regards to Israel. He spoke very emotionally and made it difficult for the students to articulate their questions. Some of the tactics he used to elude pertinent questions such as, 'do you think that the Palestinians living in Israel are unified?' were to ominously ask the student to repeat the question or not allow a student to ask a subsequent question.

One student, when asked by Professor

Herschorn if he had a supplementary question, stated that he did but it would be futile to ask because he was barely able to finish the last question which, in my opinion, was not properly answered.

Israeli constitution

One of the questions posed by Palestinian activist Jamil Monsour was why Israel did not have a constitution. I assume that the speaker had forgotten to mention this and Monsour felt that it was his obligation to do so. The speaker replied that he did know why Israel did not have a constitution. By casting ill light on Israel's notion of democracy, the purpose of the exercise was disrupted. (Like England, Israel does not have a formal constitution. It bases its government on precedence which are laws which have taken place in a historical evolutionary process. The speaker, who claimed to have served on the U.N., should have known this. However, he too was detached from the purpose of the talks). During the question period, Monsour interrupted the speaker and asked if the class could see the prepared video. He announced that the video was produced by Hamas, a militant revolutionary organization which is not part of the secular Palestinian Liberation Organization (PLO). Hamas operates under the "Charter of Allah" which obliges them to kill Jews and non-Moslems through Jihad (Holy War). Unfortunately, for the students, atrocities were in fact aired and accusations were made. The exercise should have been for the students' benefit and should not have been infiltrated by political activists. Some of the people in the classroom were not concerned with the educational aspect of international relations and presented themselves with the sole intentions of causing turbulence.

Lisa Grill
student, Political Science

Who's the real racist? professor asks

To the editor:

In a recent letter Mr. Olaf de Winter calls Québec nationalists "right-wing chauvinistic ... and racist..." and likens them to Nazi and Serb extremists (the problem with trivializing these atrocious episodes is a different question which I will not deal with here).

To support his claim he presents the most indisputable piece of evidence: Mr. Parizeau's comment concerning the possibility that Québec's political sovereignty can be achieved democratically even if the "cultural communities" voted against it. That conclusion was drawn from an analysis of how Quebecers voted in the last referendum, noting that the province voted NO despite the massive support for the YES by the cultural minorities.

Is it a racist, chauvinist and right-wing statement to point it out? By the same token both the Acadians in New Brunswick and English-speaking minority in Québec voted

massively YES to the constitutional reform package yet, despite their massive support the federal government decided to can the project. Why? Because the majority of Canadians voted NO. Is that mob rule? Is it a racist statement to point this out?

Mr. de Winter attempts to alarm people with faulty comparisons, insinuating that a province such as Québec with a long history of tolerance and democracy can suddenly turn to constructing concentration camps and systematically rape women of visible minorities. He makes me frankly wonder who the racist really is? The real danger to society is not nationalism; it is the propagation of suspicion and hatred towards communities, both minorities and majorities. Mr. de Winter's letter appears to do just that.

Luc-Alain Giraldeau, PhD
Assistant Professor
Department of Biology

Talks aimed at young adults

Lecture series tackles issue of violence

The murder of 14 women at École Polytechnique, the killing of four Concordia professors: how do we come to grips with these senseless acts of violence? How does religion explain violence?

Next month's Eric O'Connor Lecture Series will attempt to address some of these questions.

Rev. Bob Nagy, one of the organizers of the lecture series, said the goal is to appeal to young adults (18 to 35 years old).

"We're trying to get the academic community out of their ivory tower," said Nagy,

the Director of Campus Ministry. "Violence is a daily part of a lot of young people's lives."

The series, titled "Violence and Redemption," is co-sponsored by Campus Ministry, the Department of Theological Studies, the Loyola Peace Institute, the Loyola Jesuit community, the English Speaking Catholic Council and St. James The Apostle Anglican Church.

A mathematician, Eric O'Connor was one of the founders of the Thomas More Institute of Adult Education almost 50 years ago

in Montréal. In 1980, he was awarded honorary doctorates from Concordia and McGill. He died of a sudden heart attack seven months later at the age of 73.

In a review of a book about O'Connor, McGill Education Professor Eigil Pedersen wrote in 1989: "... The genius of the book is

that by stepping aside, O'Hara (the author) makes it possible for us to hear Eric O'Connor speaking. And what do we hear? We hear the development of the knowledge and wisdom of one who, although never changing his basic convictions, never stops asking, never stops exploring ideas, never stops discussing them with others, and never stops learning."

Three lectures will be held:

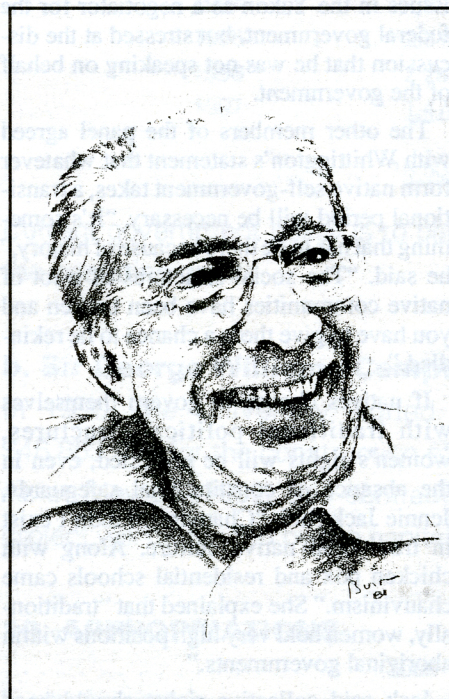
March 1, 7:30 p.m. — Human Nature and Violence — with McGill Philosophy Professor Charles Taylor. Location: Loyola Chapel, 7141 Sherbrooke St. W. Take the 162 bus from Métro Villa Maria or the 105 bus from Métro Vendôme.

March 2, 7:30 p.m. — Christianity and Violence — with Kenneth R. Melchin, a Theology professor at St. Paul University in Ottawa. Location: St. James the Apostle Church, 1439 Ste. Catherine St. W. (corner of Bishop St., near Metro Guy/Concordia).

March 3, 7:30 p.m. — Resources for a Peaceful Future — with Mary Jo Leddy, a professor at Regis College, University of Toronto. Location: Loyola Chapel.

The suggested donation is \$5 for all three lectures or \$2 for an individual lecture. For more information, call 848-3588, 848-7799 or 848-2475.

—MO



Eric O'Connor

Donat Taddeo awarded Order of Italy



Communication Studies Professor Donat Taddeo was decorated by the government of Italy last week at a reception at the home of the Consul-General. He was presented with the Order of Italy in recognition of his contribution to education and Canada-Italy relations. He served as Québec's Delegate General in Italy from 1988 to 1992. Some colleagues and friends joined him at the ceremony: (left to right) Maurice Cohen, Vice-Rector, Institutional Relations and Finance; Florence Stevens, Vice-Dean, Curriculum and International Cooperation in the Faculty of Arts and Science; Massimo Bernardinelli, Italian Consul-General in Montréal; Taddeo; Brian Lewis, Chair of the Department of Communication Studies; and Italian Studies Professor Filippo Salvatore of the Department of Modern Languages and Linguistics.

PHOTO: Owen Egan

Philosophy Week explores censorship, p.c. movement

Applying classical ideas to modern problems

by Sylvain Comeau

The ghosts of dead philosophers hover over today's topical public debates. During Philosophy Week at Concordia, two headline-making controversies were explored to uncover the classical ideas implicit in modern issues.

Last week, one panel posed an often-repeated question, "Should Hate Literature be Censored?" Political Science Professor James Moore referred to Canada's historical tradition of tolerance.

"We've had to tolerate different traditions, laws, languages and cultures. So should we have a law prohibiting hateful publications? It may be unavoidable, in a multicultural country like Canada, but, best of all, we should depend on our tradition of tolerance and concern for others — that is to say, self censorship rather than censorship by law and government."

Concordia Philosophy Professor Leslie Howe said that there is a natural reluctance to encroach on the right to freedom of expression.

"Why is freedom of expression seen often as a fundamental, unfettered right when other rights are seen as open to restrictions?" Howe asked. "It's probably because freedom of expression is regarded as the guardian of all the others. Many people are afraid to limit this right for fear of opening

the door to tyranny."

So when is censorship justified? In regard to hate literature, when the security of a targeted group is threatened, according to Howe. She acknowledged the inherent difficulties, but said that we don't need direct evidence in order to acts.

"Of course, it's virtually impossible to show a definite causality between a specific statement of hatred and a specific act of hatred. This situation is similar to tobacco company claims that there is no proof that smoking causes cancer, because one carcinogen hasn't been isolated as triggering cancer. Causality doesn't work that way. It's sufficient to show a correlation, such as between smoking and death, or between hate literature and harm to people in society."

Jean Baillargeon, a doctoral student in Philosophy at the University of Toronto, argued that hate literature performs an act of political exclusion.

"Hate literature draws the boundaries of the political community, deliberately excluding certain groups ... Some people say that censorship stifles the vitality of the marketplace of ideas, but this argument ignores the cost of this literature. It is the targeted groups which pay the price."

In the next panel, titled "The Politically Correct Ethic in Academia: Enlightenment of Dogmatism?" Concordia Philosophy Professor Edmund Egan said that a collectivist ethic separates the "p.c. movement"

See PHILOSOPHY WEEK page 16

CASA ELECTIONS COMING UP

The Commerce and Administration Students' Association is seeking candidates for the following CASA Executive positions:

■ PRESIDENT ■ EXECUTIVE VP ■ VP FINANCE ■ VP MARKETING ■
■ VP INTERNAL ■ VP EXTERNAL ■ VP NON-ACADEMIC ■
■ VP ACADEMIC AND ■ STUDENT AFFAIRS ■

The nomination period runs from Feb. 15, 9 a.m. to Feb. 19 at 1 p.m. Undergraduate students in the Faculty can pick up nomination forms at the CASA office, Room GM 218-7. All nomination forms must have at least 35 signatures and be handed in to the CASA receptionist by Friday, Feb. 19 at 1 p.m. or the candidate will be disqualified. The Campaign period runs from Feb. 20 to March 7.

**THE ELECTION DATES ARE
MARCH 8, 9 AND 10 FROM 9 A.M. TO 7 P.M.**

The Co-Chief Returning Officers for the upcoming elections are Nick Kaminaris and Antonella Tiberi. Any inquiries regarding the elections and referendum should be made to them at 848-7464.

Anyone interested in working as a poll clerk during the elections should contact CASA at 848-7464. The salary is minimum wage.

Native self-government will benefit everyone

'Support us and we'll support you': AFN

by Phil Moscovitch

Native self-government would benefit all Canadians, panelists told a meeting organized recently by the School of Community and Public Affairs.

Konrad Sioui, Head of International Affairs for the Assembly of First Nations (AFN), argued that native peoples' fight for self-determination is part of a larger effort that includes non-natives.

"Our struggle is a struggle of the poor, of the left out. It is a popular struggle. Within our circle there is room for everyone," he said. "We'll have a sacred trust of solidarity. You will support us and we will support you."

Billy Two-Rivers, a spokesperson for the Mohawk Council of Kahnawake, agreed, saying that "we're rebuilding ourselves as a community and as a nation, but we are also looking at the well-being of Mother Earth herself — and that means everyone."

Two-Rivers and Sioui participated in the panel in place of Kahnawake Grand Chief Joe Norton and AFN Chief of Staff Bill Montour, who were in Manitoba dealing with the controversial issue of gambling on native territory.

High costs

The cost to taxpayers of not allowing natives to govern themselves is enormous, according to activist Jennie Jack, a member of the panel. She said that Canadians shouldn't ask themselves if they can afford self-government, but if they can afford to not grant it.

Jack, a Taku River Tlingit from northern B.C., said that "every time we try to assert our native rights, the federal government takes us to court. And who pays for that? You do."

"How much did Oka cost?" Jack asked. "Did it bring a settlement any closer for the Mohawk?"

While agreeing that natives have an inherent right to self-government, Michael Whittington, a Political Science professor at Carleton University, said that it was important for First Nations to define exactly what they mean by sovereignty.

Whittington has worked on land claims issues in the Yukon as a negotiator for the federal government, but stressed at the discussion that he was not speaking on behalf of the government.

The other members of the panel agreed with Whittington's statement that whatever form native self-government takes, a transitional period will be necessary. "It's something that has to be there because of history," he said. "The social structures of a lot of native communities have been broken and you have to give them a chance to be rekindled."

If natives choose to govern themselves with traditional political structures, women's rights will be protected, even in the absence of constitutional safeguards, Jennie Jack said. "Chauvinism didn't exist in traditional native culture. Along with chicken pox and residential schools came chauvinism." She explained that "traditionally, women held very high positions within aboriginal governments."

Jack said collective rights should be a priority for natives, and that the collectivity will take care of its individuals. She argued that enshrining gender equality in the Canadian constitution's Charter of Rights and Freedoms "hasn't even protected white women. If you're being beaten and you hold up Section 15, will it stop him?"

Along with the other members of the panel, the AFN's Sioui showed some optimism about native rights in Canada.

"Colonialism has come to an end," he said. "Nineteen-ninety three is Year One. We've buried 1992 — 500 years of colonization, oppression, and genocide. That's come to an end. It's a new era. This time we will respect each other."

Last month's panel discussion was moderated by CBC Radio's Royal Orr.



The year 1993 can be a new beginning for native self-government. In the foreground, Carleton University Political Science Professor Michael Whittington and native rights activist Jennie Jack participate in a panel discussion organized by the School of Community and Public Affairs. In the background, moderator Royal Orr of CBC Radio, Billy Two Rivers, a spokesperson for the Mohawk Council of Kahnawake, and Konrad Sioui, Head of International Affairs for the Assembly of First Nations, look on.

PHOTO: Marcos Townsend

Phonathon aims to raise \$85,000

Calling all Concordians

Dial M for money. And H for help.

The University is urging Concordia alumni, students, friends, faculty and staff members are urged to take part in next month's Alumni Phonathon.

This year's goal is \$85,000. Last year volunteer callers raised \$81,000. This year organizers hope to reach about 12,000 University graduates.

The Phonathon will take place March 21 to 24 from 3:30 p.m. to 8 p.m. on Sunday and from 5 p.m. to 9:30 p.m. on Monday, Tuesday and Wednesday.

Prizes

The best callers will be awarded great prizes, including weekend accommodations at three deluxe hotels in Montréal and gift certificates from the Ritz-Carlton

ANNUAL GIVING
1992-1993
PHONATHON

Hotel, Le Piment Rouge and Auberge Le Vieux Saint Gabriel.

The event is part of the University's Annual Giving Campaign.

The Phonathon will be held at the offices of Bell Québec, 3400 de Maisonneuve W. (at the Alexis Nihon Plaza, near Atwater Metro).

To enlist, call Gabrielle Korn, Assistant Director of Alumni Affairs at 848-3817, or Gabrielle Murphy, Alumni Officer, at 848-3823. Volunteer callers are still needed.

-MO

Video Screening for Black Herstory Month

Friday, Feb. 19, 1993
Mugshots (6th floor, Henry F. Hall Building)
7:30 p.m.

FREE

co-sponsored by Concordia Women's Centre and National Film Board. For more information, call 848-7431.

Miss Amy and Miss May
produced by Sistren Women's Theatre Group.

International Sweethearts of Rhythm
produced by Greta Schiller and Andrea Weiss

A Darker Side
directed by Errol Williams

Hairpiece
produced by Ayoka Chenzira

Employees get a special discount

Purchases at Central Distributors bring money to Concordia

Who would have thought that buying that new VCR or compact disc player would mean money in the bank for Concordia? That's what's happening, thanks to the generosity of Central Distributors Ltd.

It's an everybody-wins situation. Concordia employees (faculty and staff) get a special discount when they make a purchase at the giant retailer of electronic goods, and Central gives the University a 1.5 per cent rebate on the purchase.

In January, Central Distributors gave

Concordia a cheque for \$775.20, representing rebates for the period between Nov. 1, 1991 and Oct. 31, 1992. Concordia's Human Resources Department and Purchasing Services announced the programme last fall. The funds will be added to donations for the 1992-93 Annual Giving Campaign.

It is the only such rebate arrangement between the University and the public sector besides the Bank of Montréal Affinity MasterCard.

-DGV

Study may lead universities to 'bark up the wrong tree'

Catch-all concept of date abuse misleading: Spilhaus

by Bronwyn Chester

The release last week of a Carleton University study of the "date-abuse" of university women had Sally Spilhaus running from one media appointment to the next. According to the study, 81 per cent of female students said they had been verbally or physically abused by a date. Spilhaus, Concordia's Sexual Harassment Officer, was critical of the study.

"My chief complaint with the entire thing is that the authors seem to have this kind of catch-all concept, calling abuse everything from gratuitous insults to violent rape," she said. "I think that's misleading and inaccurate."

There's a connection to be made between a pattern of insulting behaviour and rape, but it's a very wide spectrum, and one doesn't necessarily lead to the other."

Spilhaus believes the study may lead universities to "bark up the wrong tree," and fears that the current trend in the human sciences to use the term 'abuse' loosely will render the word meaningless. There are issues of real violence and of the responsibilities of both men and women.

"I dislike the way in which studies of the North American university milieu look at the issue in order to cast women as the victims. At the same time, there seems to be very little effort made to examine the responsibility of young men and women in how they relate romantically and sexually."

"Women are never responsible for the be-

haviour of men. But in this age of independent and equal women, with greater freedom comes greater responsibility. Women must learn to calculate the risk involved in certain situations, such as parties where there is heavy drinking. I want to make it clear that nothing gives a man license to rape, but young women must also recognize that alcohol diminishes one's ability to make decisions."

The university has a role to play, says Spilhaus, in education for prevention. It's a fact, for instance, that a woman who is raped will most likely have been raped by someone she knows.

"We have to continue to get that message out, and women must use this knowledge and be cautious."

At the same time, Spilhaus believes that "the nature of sexuality is such that we have to leave room for the possibility that we're going to wake up and wonder: 'why the hell did I do that?'" The dating framework allows for experimentation, and "if you can't allow yourself some margin of error, you are probably not going to have sex at all."

ball players, the question arose: "How do I know that if I score with a girl, she's not going to accuse me of rape tomorrow?" Spilhaus replied: "When in doubt, ask. You don't need a contract, just check out how she feels."

Sometimes it's simply a lack of communication that leads to unwarranted fear on the part of the woman. A student, for instance, reported to Spilhaus that she was afraid of a particular man who wouldn't take 'no' for an answer. Spilhaus invited the two of them to her office and got them to talk. The man, as it turned out, had no idea that the woman was afraid of him, and the situation was diffused.

Talk, not decree

One of the challenges Spilhaus faces in her job is making contact with students. Only if she is invited to a classroom or to a sports practice, can she address students to inform them of what she does and to bring up the subject of dating behaviour.

"In the classroom, I find there's a willingness to talk," she said, adding that students still keep up their guard, but if they later come to her office they will let it down. Next month, her office is holding a sexual harassment awareness week.

With any luck, and enough good faith, Spilhaus hopes to prevent sexual harassment in the first place, and avoid further university or government legislation.

"We don't want to end up with sex by government decree," she said, quoting feminist Germaine Greer.

Questionnaires available this week

University surveys community on attitudes toward lesbians, gays

by Michael Orsini

What's life like for lesbians and gays at Concordia?

That's what the University wants to know. The Concordia Task Force on Lesbian and Gay Life at Concordia has prepared a questionnaire that will be distributed throughout the University to assess attitudes toward homosexuality.

All faculty and staff members received copies of the questionnaire this week. About 5,000 copies will be available to students via clubs, associations and University residences.

The task force, which includes staff, student and faculty representation, was struck last March by the Concordia Council on Student Life "to investigate and define issues facing lesbian, gay and bisexual people in their academic, social and cultural life at the University."

The task force will present its recommendations at the Council's May meeting.

Committee member Tom Waugh, one of only a handful of openly gay faculty members, said Concordia is a "pretty tolerant place," adding that there has been no opposition to the inclusion of lesbian/gay curriculum.

"I guess we just don't know what kind of attitudes are out there," said Waugh, the Associate Dean of Fine Arts. "This (the responses to the questionnaire) will give us something to work with."

The questionnaire is divided in three parts: personal background, experiences and feelings and needs. Respondents are also asked to relate any incidents of homophobia (the fear, hatred and intolerance of lesbians, gays and bisexuals) or heterosexism (a belief in the inherent superiority of heterosexuality) they have witnessed at Concordia.

Ann Kerby, the chair of the committee, said the questionnaire is not a response to a series of incidents on campus, but rather a constructive way of taking the pulse of the

University. The task force also plans to hold public hearings at the end of March for anyone wishing to air her or his concerns and is inviting written submissions, she said. A date for the hearings has not been set.

"It's part of a process of educating the community," said Kerby, the University's Director of Advocacy and Support Services.

Emily Paradis, a student representative on the committee, said Concordia has experienced "a terrifying level of homophobia" reminiscent of reaction in the United States to President Bill Clinton's decision to lift the ban on gays and lesbians in the military.

"It has been in everybody's face this year," Paradis said, adding that the two CUSA co-presidents are "out" of the closet. "People have been polarized."

Paradis wondered whether the responses to the questionnaire will come from people on opposite sides of the ideological spectrum — those who support gay rights and "people who hate our guts and want us dead."

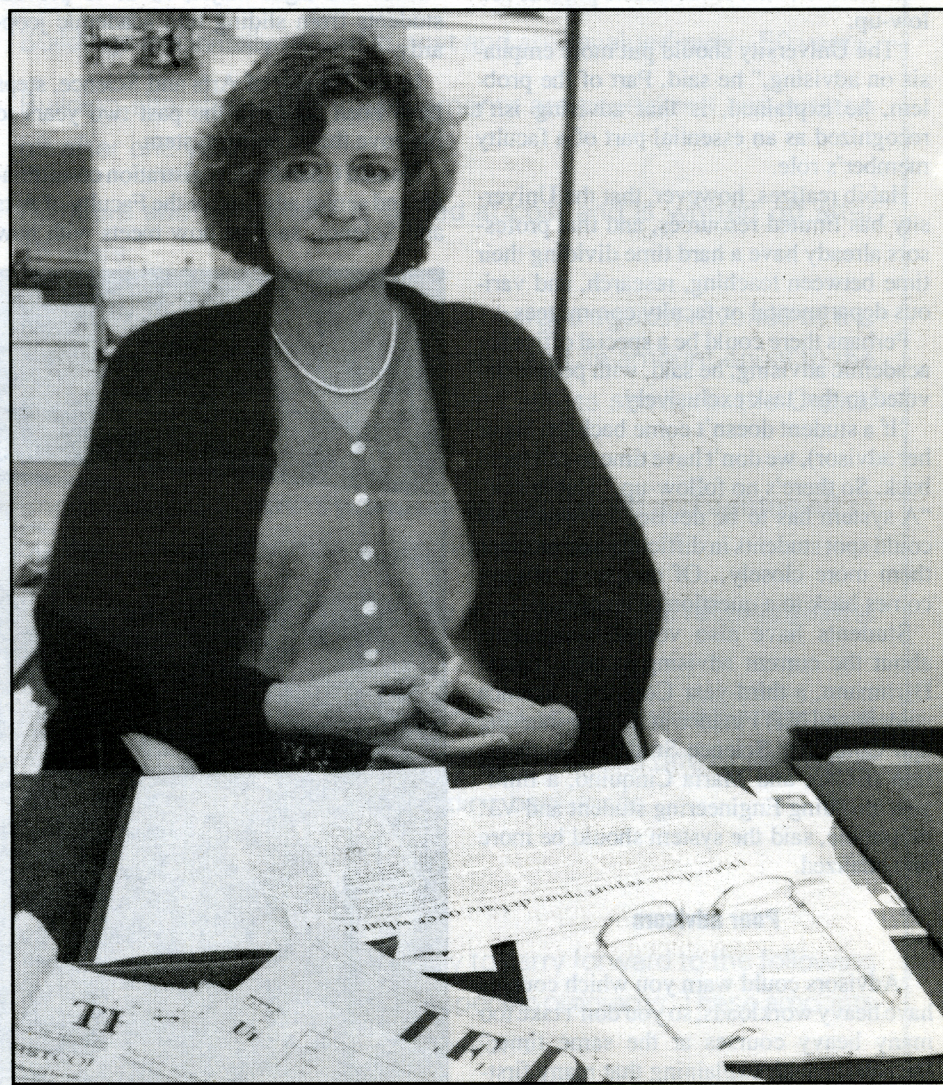
Seventy-eight per cent of the 543 Americans polled by *Newsweek* magazine last September said that lesbians and gays should enjoy the same access to job opportunities as heterosexuals. However, more than half of the respondents — 53 per cent — still don't consider homosexuality "an acceptable alternative lifestyle."

Concordia is not the first university to address the issue of attitudes toward lesbians and gays. Ryerson Polytechnical Institute and the University of Toronto both conducted surveys at their respective institutions. In 1990, the Committee on Homophobia at the University of Toronto polled 213 male and female students living in residences.

David Rayside, a Political Science Professor at U of T who sits on the committee, said some of the responses were surprising. For example, when asked if they would speak out against a university event that they felt was homophobic, only 37 per cent of students said they would. However, 81 per cent of them said they would speak out if they felt the event was racist; almost two-thirds

Signed contract for sex not necessary

With so much in the media about sexual assault, Spilhaus sees that these may be confusing times for young men and women. In fact, she sees it as part of her job to help the sexes approach each other and voice their fears and desires, without imposing their wills on one another. There's a feeling among some men, for instance, that they almost need a signed contract before sexual involvement with a woman. At a presentation she made last fall to 80 Concordia foot-



Sexual Harassment Officer Sally Spilhaus hopes Sexual Harassment Week next month will bring more students in contact with her office to learn about education for prevention. Reports such as the one released last week on date abuse do nothing to promote awareness, only to make newspaper headlines.

PHOTO: Diane Comley

See LESBIANS AND GAYS page 16

"There's a perception that advisors are only there to help them (students) when they're in the ditch."

Two weeks ago, CTR began a series about what the University does for students who run into academic difficulty. This is the third and final installment of the series.

by Eve Krakow

When students register, they must get their courses approved by an advisor. Although some students sit down with an advisor and discuss their academic situation at length, the majority simply get the form signed and leave.

While discussing the issue of students in academic jeopardy, some students, professors and associate deans commented on the short-comings of the current advising system.

Henry Habib, Political Science Professor and Department Chair, said the University needs a more intensive advising system, one that could monitor students and provide follow-up.

"The University should put more emphasis on advising," he said. Part of the problem, he explained, is that advising isn't recognized as an essential part of a faculty member's role.

Habib realizes, however, that the University has limited resources, and that professors already have a hard time dividing their time between teaching, research, and various departmental or faculty committees.

Perhaps there could be a special office for academic advising, he said, with people devoted to that task exclusively.

"If a student doesn't come back (to his or her advisor), we don't have time to call them back. So there's no follow-up," Habib said. "A system has to be devised by which we could spot students in difficulty and monitor them more closely...Of course, it always comes back to a question of resources."

Students have also voiced complaints about the current advising system. David Dichmann, a third-year Computer Science student and V.P. Finance at the Engineering and Computer Science Students' Association (ECA), and Maria Cinquino, a third-year Building Engineering student and V.P. Academic, said the system should be more personalized.

Poor advisors

"Advisors could warn you which courses have heavy workloads, so you don't take too many heavy courses at the same time," Dichmann said, explaining that many first-year students end up on academic probation because they don't know what they're in for or what they can handle.

Also, advisors are not always readily

available, and students are often not willing to wait for an appointment.

"Sometimes you need an answer, but you want the information now, you can't wait," said Cinquino.

Furthermore, some teachers are poor advisors, they said. Perhaps they should receive some sort of training on how to advise students.

Award-winning Finance Professor Arshad Ahmad said part of the problem with the system is that advisors like himself are not advising. Students usually come to him for help in ironing out administrative problems — information that can easily be found in the undergraduate calendar.

"Very rarely does a student ask me about academic issues," said Ahmad, the undergraduate academic advisor for the Faculty of Commerce and Administration. "I think these questions only come to their minds when they graduate. And that's unfortunate."

"There's a perception that advisors are only there to help them (students) when they're in the ditch."

Ahmad said he should be spending the majority of his time guiding students in their academic careers, such as helping them choose the right major, so as to prevent students from sliding into academic jeopardy.

In the Faculty of Arts and Science, steps have been taken in the past two years to improve the advising system.

Donald Chambers, registration co-ordinator and senior advisor for the Faculty of Arts and Science, said he now meets with new

academic advisors.

"Faculty members get appointed as advisors, and they're just thrown into the job and everybody expects that they know what's going on," he said. He explains regulations and procedures, and answers their questions.

Last fall, he said, the Director of Counseling and Development met with all the department chairs to make them aware of services available to students. This information will also be passed on to the departmental advisors.

Another change was at registration. "In past years, all the other Faculties had someone at registration to deal with problems as they came up, such as courses that were closed, prerequisite problems...but Arts and Science didn't have anybody, so our students were always running off in all directions," said Chambers.

Chambers was hired last year to work at fall registration. Having an advisor on location greatly reduced problems, he said. Next time there will be two advisors.

Probe the student

One long-term project is a degree-audit system. Students visiting their advisor would receive a printout showing them what they're missing to complete their program and degree requirements. Chambers said the Department of Sociology and Anthropology already have a system of this sort.

Chris Jackson, Associate Dean of Fine

Arts, pointed out that advising shouldn't be important only when students are selecting courses. Many students need someone to help them through life at the University, he said.

"You have to spend time probing the student, you ask how everything is going, you dig for the problems. It can change a student's life at the University."

Jackson said he realized that not all faculty members have the time to spend advising students, especially in larger Faculties, and that some people have better social skills than others. However, he believes advising is a problem at the University.

Last year, an informal, ad hoc committee including Barbara MacKay, Associate Vice-Rector, Academic, (Curriculum and Planning) Donald Boisvert, Associate Vice-Rector, Services (Student Life) and the associate deans of the four Faculties met twice to discuss the issue of advising.

MacKay agreed that advising is not given enough recognition at the University.

"At Concordia, we have not really underlined academic advising as being an essential part of the duties and responsibilities of the professoriate," she said. "In order to better serve our students, we somehow need to find some answers to that."

MacKay currently sits on the Committee on the Enhancement and Recognition of Teaching (a sub-committee of the Senate Academic Planning and Priorities Committee). Academic advising was among the issues brought up by the people interviewed, and some recommendations on this will be included in the committee's report.

Two problems discussed were the lack of availability of academic advisors, and the time it takes for new faculty members and new students to understand the University calendar.

"The University is very interested in improving the quality of advising," MacKay maintained, noting that the concern has been around for a long time. "We need to find out what's missing, what's wrong."



FINANCIAL STATEMENTS

MAY 31, 1992

The Auditors' Report

The Members of the Corporation
Concordia University

We have audited the balance sheet of Concordia University as at May 31, 1992 and the statements of revenue and expense and changes in funds balances for the year then ended. These financial statements are the responsibility of the University's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

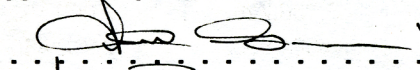
In our opinion, these financial statements present fairly, in all material respects, the financial position of the University as at May 31, 1992 and the results of its operations and the changes in the funds balances for the year then ended in accordance with accounting principles, as set out in Note 1 to the financial statements.

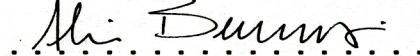
Samson Bélair / Deloitte & Touche

Chartered Accountants
October 16, 1992

BALANCE SHEET**AS AT MAY 31, 1992***Assets*

OPERATING FUND	1992	1991
Accounts receivable (Note 2)	\$ 2,754,129	\$ 2,365,298
Inventories (Note 4)	1,238,033	1,435,336
Deferred charges and prepaid expense (Note 5)	1,496,550	2,886,072
Due from capital fund	49,999,085	24,366,379
	<u>\$ 55,487,797</u>	<u>\$ 31,053,085</u>
CAPITAL FUND		
Due from Province of Quebec (Note 3)	\$ 50,610,166	\$ 33,145,447
Fixed assets (Note 6)	230,502,683	190,337,716
	<u>\$ 281,112,849</u>	<u>\$ 223,483,163</u>
RESTRICTED FUNDS		
Cash	\$ 120,039	\$ 436,378
Marketable securities, at cost (market value \$6,383,765; 1991 - \$15,256,365)	6,338,978	15,287,586
Accounts receivable (Note 2)	4,973,828	4,177,897
Due from operating fund	17,485,514	17,655,984
	<u>\$ 28,918,359</u>	<u>\$ 37,557,845</u>

Approved by the Board:



Director**Director***Liabilities*

OPERATING FUND	1992	1991
Bank overdraft	\$ 4,747,108	\$ 1,587,873
Bank loans	60,251,774	42,632,000
Accounts payable and accrued liabilities	4,189,208	6,667,189
Unearned revenue	4,990,869	4,785,919
Due to restricted funds	17,485,514	17,655,984
Appropriations	728,807	365,631
Accumulated operating deficit	(36,905,483)	(42,641,511)
	<u>\$ 55,487,797</u>	<u>\$ 31,053,085</u>
CAPITAL FUND		
Accounts payable and accrued liabilities	\$ 610,831	\$ 229,388
Long-term debt (Note 7)	88,292,008	88,885,293
Due to operating fund	49,999,085	24,366,379
Capital equity	142,210,925	110,002,103
	<u>\$ 281,112,849</u>	<u>\$ 223,483,163</u>
RESTRICTED FUNDS		
Accounts payable and accrued liabilities	\$ 843,701	\$ 1,320,649
Accounts held in trust	6,721,825	7,026,997
Capital campaign	840,919	11,214,405
Annual giving	1,157,587	710,039
Endowments - fellowships and scholarships	5,426,265	5,127,758
Endowments - other	2,793,754	2,418,430
Research funds	11,134,308	9,739,567
	<u>\$ 28,918,359</u>	<u>\$ 37,557,845</u>

**STATEMENT OF
REVENUE
AND EXPENSE****YEAR ENDED MAY 31, 1992***Operating fund*

REVENUE	1992	1991
Unrestricted		
University		
Students' tuition fees	\$ 24,634,996	\$ 16,856,124
Province of Quebec operating grants (Note 8)	139,625,600	132,830,100
Academic material fee	1,787,585	1,778,445
Miscellaneous fees and other income	2,801,603	2,613,280
	<u>168,849,784</u>	<u>154,077,949</u>
Continuing education	<u>2,829,029</u>	<u>2,675,985</u>
Student services	<u>4,409,206</u>	<u>4,051,310</u>
Ancillary services		
Bookstores	6,357,565	6,347,129
Residences and food services	633,047	702,643
Printing and reproduction services	2,295,904	2,259,142
Parking	81,433	82,428
	<u>9,367,949</u>	<u>9,391,342</u>
	<u>185,455,968</u>	<u>170,196,586</u>
Restricted		
Accounts held in trust	1,746,138	714,507
Scholarships, fellowships and other endowments	1,080,238	1,075,852
Assisted research grants	17,900,386	17,584,269
	<u>20,726,762</u>	<u>19,374,628</u>
Total revenue	<u>206,182,730</u>	<u>189,571,214</u>
EXPENSE		
Unrestricted		(Restated- Note 1h)
University		
Academic	\$ 99,655,175	\$ 92,434,415
Library	9,668,898	9,110,922
Audio-visual	1,929,280	1,854,051
Computer centre	5,713,592	5,671,072
	<u>116,966,945</u>	<u>109,070,460</u>
Administration	19,966,131	17,703,842
Operational services	24,144,851	21,696,204
Interest expense, net	2,056,410	4,683,445
	<u>163,134,337</u>	<u>153,153,951</u>
Continuing education	<u>2,827,764</u>	<u>2,625,567</u>
Student services	<u>4,315,000</u>	<u>4,144,951</u>

STATEMENT OF REVENUE AND EXPENSE

YEAR ENDED MAY 31, 1992

Operating fund

(continued)

EXPENSE (continued)	1992	1991
Unrestricted		
Ancillary services		
Bookstores	\$ 6,221,627	\$ 6,263,956
Residences and food services	560,639	566,604
Printing and reproduction services	2,169,139	2,110,929
Parking	<u>128,258</u>	<u>53,377</u>
	<u>9,079,663</u>	<u>8,994,866</u>
	<u>179,356,764</u>	<u>168,919,335</u>
Restricted		
Accounts held in trust	1,746,138	714,507
Scholarships, fellowships and other endowments	1,080,238	1,075,852
Assisted research	<u>17,900,386</u>	<u>17,584,269</u>
	<u>20,726,762</u>	<u>19,374,628</u>
Total expense	<u>200,083,526</u>	<u>188,293,963</u>
	6,099,204	1,277,251
Less appropriations (Note 1)	<u>363,176</u>	<u>365,631</u>
Excess of revenue over expense for the year	\$ <u>5,736,028</u>	\$ <u>911,620</u>

STATEMENT OF CHANGES IN FUNDS BALANCES

YEAR ENDED MAY 31, 1992

Operating fund

	1992	1991
Balance of accumulated operating deficit at beginning of year	\$ 42,641,511	\$ 43,553,131
Excess of revenue over expense for the year	<u>5,736,028</u>	<u>911,620</u>
Balance of accumulated operating deficit at end of year	\$ 36,905,483	\$ 42,641,511

Capital fund

Balance of capital equity at June 1	\$ 110,002,103	\$ 91,854,008
Fixed assets written off (Note 6)	(3,481,716)	(4,713,054)
Capital expenditure financed by the operating fund		
Library collection	2,156,225	2,099,168
Equipment	3,584,858	2,713,480
Capital expenditure grants		
From the Province of Quebec	17,496,175	31,003,000
From research funds and accounts held in trust	1,774,920	2,580,964
Other	168,681	-
Capital expenditures financed by the - capital campaign	9,916,394	925,000
- annual giving	-	225,894
Interest portion of subsidies granted to the University by the Province of Quebec	9,440,216	7,656,033
Capital portion of subsidies granted to the University by the Province of Quebec		
Issuance of long-term debt	-	(20,000,000)
Repayment of long-term debt	<u>593,285</u>	<u>3,313,643</u>
	151,651,141	117,658,136
Deduct interest expense	9,440,216	7,656,033
Balance of capital equity at May 31	\$ <u>142,210,925</u>	\$ <u>110,002,103</u>

STATEMENT OF CHANGES IN FUNDS BALANCES

YEAR ENDED MAY 31, 1992

RESTRICTED FUNDS

	Accounts held in trust	Capital and campaign	Annual giving	Endowments Fellowships and scholarships	Other	Sub-total	Research funds	1992	1991
Balance at June 1	\$ 7,026,997	\$ 11,214,405	\$ 710,039	\$ 5,127,758	\$ 2,418,430	\$ 26,497,629	\$ 9,739,567	\$ 36,237,196	\$ 34,912,169
Increase									
Donations	132,757	614,265	1,061,844	251,653	209,250	2,269,769	209,423	2,479,192	2,615,713
Grants - Government of Canada	265,098	-	-	-	-	265,098	13,765,793	14,030,891	10,674,540
Grants - other	647,165	-	27,827	-	-	674,992	3,618,081	4,293,073	4,540,896
Investment income	31,377	1,281,875	75,484	137,955	33,399	1,560,090	894	1,560,984	5,141,973
Transfers from other funds	542,572	5,406	72,630	973,794	356,710	1,951,112	2,933,007	4,884,119	3,607,379
	<u>1,618,969</u>	<u>1,901,546</u>	<u>1,237,785</u>	<u>1,363,402</u>	<u>599,359</u>	<u>6,721,061</u>	<u>20,527,198</u>	<u>27,248,259</u>	<u>26,580,501</u>
Decrease									
Personnel costs	267,840	-	-	5,097	60,046	332,983	9,591,844	9,924,827	10,120,624
Supplies and expense	236,942	-	-	9,160	124	246,226	1,651,590	1,897,816	2,033,513
Equipment cost and repairs	130,361	-	-	1,879	-	132,240	1,900,991	2,033,231	2,860,415
Support grants	574,149	160,442	70,976	1,500	-	807,067	955,961	1,763,028	-
Student support	61,173	-	-	953,739	150	1,015,062	38,010	1,053,072	960,028
Transfers to other funds									
Amortization of deferred expenses	-	557,940	-	-	-	557,940	-	557,940	557,940
Vanier library construction costs	-	728,098	-	-	-	728,098	-	728,098	500,000
Downtown library construction costs	-	9,916,394	-	-	-	9,916,394	-	9,916,394	-
Other transfers	178,003	912,158	711,467	87,528	121,164	2,010,320	1,232,071	3,242,391	4,827,849
Travel and development	226,208	-	3,154	3,060	-	232,422	2,182,600	2,415,022	1,754,676
Other expenditures	249,465	-	4,640	2,932	42,551	299,588	1,579,390	1,878,978	1,640,429
	<u>1,924,141</u>	<u>12,275,032</u>	<u>790,237</u>	<u>1,064,895</u>	<u>224,035</u>	<u>16,278,340</u>	<u>19,132,457</u>	<u>35,410,797</u>	<u>25,255,474</u>
Balance at May 31	\$ 6,721,825	\$ 840,919	\$ 1,157,587	\$ 5,426,265	\$ 2,793,754	\$ 16,940,350	\$ 11,134,308	\$ 28,074,658	\$ 36,237,196

NOTES TO THE FINANCIAL STATEMENTS

YEAR ENDED MAY 31, 1992

1. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

The University follows the accounting policies and practices recommended by the ministère de l'Enseignement supérieur et de la Science du Québec. These accounting policies are in conformity with generally accepted accounting principles except for the following:

- No provision is recorded for accumulated vacation. The estimated provision for accumulated vacation for the year ended May 31, 1992 would have been \$3,926,000 (1991 - \$3,282,000).
- The University has a partly contributory, trustee and funded pension plan. The pension expense of \$4,682,000 (1991; \$4,866,000) is charged to operations using funding contributions as opposed to the accrued benefit method. The last actuarial valuation of the fund, at January 1, 1992, showed a net funding excess in the amount of \$24,360,000 (January 1991; \$19,010,000).

a) Fund accounting

To ensure observance of limitations and restrictions placed on the use of the resources available to the University, the accounts are maintained in accordance with the principles of "fund accounting" by which resources for various purposes are classified into funds in accordance with activities for objectives specified.

Restricted gifts, grants, appropriations, endowments, and other restricted resources are accounted for separately in the appropriate restricted funds. Such funds may only be utilized in accordance with the purposes established by the source of such funds.

b) Accrual basis

Transactions are generally recorded on the accrual basis.

c) Revenue and expense

Tuition fees are recorded as revenue in the financial year in which the course sessions are held.

Operating grants are accounted for as revenue in the financial year to which they apply. Revisions thereto are accounted for when they are definitely established.

Other fees and income are recorded as they are earned.

Academic and other operating expenditures, including library acquisitions, are generally recorded as they are incurred.

d) Inventory valuation

Inventories of bookstores are valued at the lower of cost and net realizable value, cost being determined by the retail cost method. Provision is made for slow-moving and obsolete inventories.

e) Deferred charges and prepaid expenses

Deferred charges and prepaid expenses are generally charged to operations in subsequent years.

f) Capital expenditure grants and subsidies

Capital expenditure grants are accounted for upon Order-in-Council of the Province of Quebec. These grants are funded in due course by the issue of long-term debt to be subsidized from funds voted annually by the legislature of the Province of Quebec for this purpose.

Capital expenditure grants are recorded in the Capital Fund equity account. The capital portion of subsidies is recognized upon issue of the long-term debt and it is recorded net of the Capital Fund equity account.

g) Fixed assets

Fixed assets are valued as follows:

- Land is valued at cost;
- Buildings are initially valued at cost and are revalued every 50 years;
- Building alterations and improvements are capitalized and written off after one year;
- Furniture and equipment is valued at cost and is written off after 15 years;
- The full cost of library acquisitions is charged against revenue of the Operating Fund in the year of purchase and an amount equal to the full cost is added to the value of fixed assets shown in the Capital Fund and credited to capital equity;
- Improvements to leased premises are capitalized and written off to operations over the terms of the related leases;
- Depreciation, other than the above reductions, is not recorded in the accounts;
- Interest is capitalized on real estate yet to be funded by restricted funds. The interest cost is imputed based on the rate of interest in effect on the University's outstanding bank loans.

h) Appropriations

The University has adopted a policy to carry forward to the following year, unspent amounts relating to specific programs. These amounts carried forward are called appropriations.

CONCORDIA UNIVERSITY FINANCIAL STATEMENTS

This policy applies to research type programs funded by the operating fund and for which the actual spending stretches over more than one fiscal year.

The programs covered by this policy are the Faculty Research Development Program (FRDP) and the Enhancement of Teaching Fund.

2. ACCOUNTS RECEIVABLE

Operating Fund	1992	1991
Tuition and education fees, less allowance for doubtful accounts	\$ 1,071,964	\$ 606,689
Services, advances and other	1,682,165	1,758,609
	<u>\$ 2,754,129</u>	<u>\$ 2,365,298</u>

Restricted Funds	1992	1991
Social Sciences and Humanities Research Council of Canada	\$ 1,053,244	\$ 323,765
Natural Sciences and Engineering Research Council grants	3,636,643	3,316,298
Formation de chercheurs et aide à la recherche	-	48,000
Medical Research Council of Canada	241,388	225,302
Interest receivable	42,553	264,532
	<u>\$ 4,973,828</u>	<u>\$ 4,177,897</u>

3. DUE FROM PROVINCE OF QUEBEC

Capital Fund	1992	1991
Capital grants	\$ 50,610,166	\$ 33,145,447

4. INVENTORIES

Bookstores	1992	1991
Books	\$ 817,609	\$ 996,429
Supplies	216,165	223,051
	<u>1,033,774</u>	<u>1,219,480</u>
Stationery and supplies	56,042	84,942
Fine arts bookstore	148,217	130,914
	<u>\$ 1,238,033</u>	<u>\$ 1,435,336</u>

5. DEFERRED CHARGES AND PREPAID EXPENSES

Deferred charges	1992	1991
Capital campaign expenditures (a)	\$ -	\$ 557,940
Bi-energy conversion cost (b)	-	93,368
Continuing education - renovation costs (c)	26,600	92,600
	<u>26,600</u>	<u>743,908</u>

Prepaid expenses	1992	1991
Rent	-	663,577
Payroll	416,753	309,046
CSST insurance	327,787	239,912
Municipal taxes	22,177	24,929
Interest on bank loans	30,045	127,937
Postage	28,073	109,868
Course development	28,438	250,121
Other expenses	616,677	416,774
	<u>1,469,950</u>	<u>2,142,164</u>
	<u>\$ 1,496,550</u>	<u>\$ 2,886,072</u>

- Capital campaign expenditures are amortized and charged to the operations of the capital campaign over a period of 48 months which commenced on June 1, 1988. During the year, the University recorded amortization of \$557,940 in the restricted funds.
- Bi-energy conversion costs are charged to operations over a period of 48 months after the completion of the construction. During the year, the University recorded amortization of \$93,368.
- Renovation costs for premises used by the Continuing Education program are charged to the operations of the program over a period of five years. Amortization amounted to \$66,000 during the year.

6. FIXED ASSETS

Fixed assets are as follows:	1992	1991
Land	\$ 13,965,822	\$ 13,965,822
Buildings	115,648,859	85,821,225
Building alterations and improvements	3,710,140	2,530,822
Furniture and equipment	59,275,517	52,273,727
Library collection	37,902,345	35,746,120
	<u>\$ 230,502,683</u>	<u>\$ 190,337,716</u>

Changes during the year

Additions		
Buildings	\$ 29,827,634	\$ 16,577,430
Building alterations and improvements	3,710,140	2,530,822
Furniture and equipment	7,952,684	10,104,020
Acquisition of library volumes	2,156,225	1,499,862
	<u>43,646,683</u>	<u>30,712,134</u>
Reductions		
Building alterations and improvements	2,530,822	3,118,863
Furniture and equipment	950,894	1,594,191
	<u>3,481,716</u>	<u>4,713,054</u>
Net increase	<u>\$ 40,164,967</u>	<u>\$ 25,999,080</u>

As at May 31, 1992, interest capitalized amounted to \$1,747,990 and an additional amount of \$603,175 was capitalized during the year.

CONCORDIA UNIVERSITY FINANCIAL STATEMENTS

7. LONG-TERM DEBT

	1992	1991
13 1/4% Series "E" bonds maturing on December 20, 2008	\$ 10,000,000	\$ 10,000,000
11 1/2%, 12 1/4% Series "F" bonds repayable in two varying instalments maturing on March 21, 1995 and 2005	6,515,000	6,515,000
10 1/2%, 11% Series "G" bonds repayable in two varying instalments maturing on March 26, 1996 and 2006	6,278,000	6,278,000
10% Series "H" bonds maturing on November 12, 1996	6,000,000	6,000,000
8% debentures repayable in three equal annual instalments of \$560,000	1,120,000	1,680,000
5 1/8% mortgage loan from Canada Mortgage and Housing Corporation, repayable in semi-annual payments of \$52,622 including interest to March 1, 2014	1,379,008	1,412,293
9 1/4%, 9 5/8% Series 1 bonds maturing on March 23, 2003	15,000,000	15,000,000
11 1/4% Series 2 bonds maturing on September 1, 2008	5,000,000	5,000,000
10 1/4%, 10 3/4% Series 3 bonds repayable in two varying instalments maturing on November 16, 1993 and 1998	7,000,000	7,000,000
10 1/2%, Series 4 bonds maturing on March 1, 1995	10,000,000	10,000,000
10 1/2%, 11% Series 5 bonds repayable in two varying instalments maturing on March 8, 1996 and 2001	10,000,000	10,000,000
10%, 10 1/2% Series 6 bonds repayable in two varying instalments maturing on May 2, 1996 and 2001	10,000,000	10,000,000
	<u>\$ 88,292,008</u>	<u>\$ 88,885,293</u>

Hingston Hall is pledged as security for the repayment of the mortgage loan from Canada Mortgage and Housing Corporation.

The subsidies granted to the University by the Province of Quebec for the repayment of long-term debt have been assigned to the respective creditors.

Series 1 to 6 bonds require that regular payments be made to a sinking fund by the Province of Quebec.

Series 1 bonds may be redeemed on March 23, 1993 upon exercise of the holders' rights.

The repayments of the principal for the next five years including full redemption of Series 1 bonds on March 23, 1993 will be as follows:

1993 . . . \$. . .	15,595,013
1994	2,171,830
1995	13,778,742
1996	9,317,753
1997	<u>6,042,869</u>
. \$. . .	<u>46,906,207</u>

8. PROVINCE OF QUEBEC OPERATING GRANTS

Total operating grants from the Province of Quebec are recorded as follows:

	1992	1991
Unrestricted revenue		
Province of Quebec operating grants . . . \$	139,625,600	\$ 132,830,100
Student services	1,381,000	1,326,000
Restricted revenue		
Actions structurantes	572,400	873,000
Training	35,000	70,000
Centre of excellence	<u>345,000</u>	<u>-</u>
	<u>\$ 141,959,000</u>	<u>\$ 135,099,100</u>

9. COMMITMENTS**a. Lease agreements**

Lease agreements having an initial or remaining term of more than one year exist for premises and equipment. The rental payments for the next five years ending on May 31 are as follows:

1993 . . . \$. . .	6,839,085
1994	4,987,546
1995	2,918,983
1996	2,281,390
1997	<u>1,474,737</u>
. \$. . .	<u>18,501,741</u>

Current government policy is to partially provide for such rentals in the operating grants.

b. Sir George Williams Campus project

In 1990, the University signed a contract in the amount of \$46,663,000 for the construction of the downtown library complex. As at May 31, 1992, this contract has not been completed. This project will be funded by the capital campaign and the government.

10. APPROPRIATIONS

	Total	1992	1991
Faculty Research			
Development Program (FRDP)			
Budget	\$ 1,125,000	\$ 750,000	\$ 375,000
Expenses	<u>494,785</u>	<u>414,440</u>	<u>80,345</u>
Appropriation	<u>630,215</u>	<u>335,560</u>	<u>294,655</u>
Enhancement of Teaching Fund			
Budget	150,000	75,000	75,000
Expenses	<u>51,408</u>	<u>47,384</u>	<u>4,024</u>
Appropriation	<u>98,592</u>	<u>27,616</u>	<u>70,976</u>
Total appropriations . . . \$	728,807	\$ 363,176	\$ 365,631

11. COMPARATIVE FIGURES

Certain 1991 figures have been reclassified to conform with the presentation adopted in 1992.

Oat bran, anyone? Fitness, health testing booths score big



Health Services Nurse Liz MacIntosh staffed one of the most popular booths, administering cholesterol tests to a long line of customers. The safe sex booth and the ideal weight information kiosk were just as busy. The two-day Health Fair was organized by Health Services, with the participation of Recreation and Athletics, Exercise Science, Counselling and Development. All Student Services departments provided resource materials for the Student Services booth staffed by Peer Helpers.

PHOTO: Jonas Papaurelis

Written briefs welcomed on Canada Council, SSHRC merger

Those wishing to have their say in the controversial merger of the Canada Council and the Social Science and Humanities Research Council should submit their written briefs soon.

Before going to third reading, Bill C-93 will be referred to a legislative committee of the House, chaired by Brian White, the Member of Parliament for Dauphin-Swan River.

The committee is expected to hold public

hearings on the legislation.

Briefs may be mailed, postage free, to:

**Sandy Birch, Clerk
Legislative Committee on Bill C-93
House of Commons
Room 653, Wellington Building
180 Wellington St.
Ottawa K1A 0A6**

Briefs may also be transmitted to the committee clerk by FAX at (613) 995-2106.

• PHILOSOPHY WEEK from page 5

from its opponents.

"One characteristic of the p.c. camp is a tendency to think in terms of collectivity — collective guilt, responsibilities, rights, etc. Those who disagree, no doubt influenced by the ideas of the enlightenment, see society as made up of individuals — a microcosm rather than a macrocosm."

Martha Saunders of the Simone de Beauvoir Institute said that political correctness is largely a media fabrication.

"Political correctness is being used to generically label many marginalized groups with differing agendas. There is no ethic of political correctness, but there is an ethic of justice. There are demands by marginalized and oppressed groups to be treated with respect in one's communities, demands that privileges and rights be shared equally."

Concordia History Professor Rosemarie Schade agreed, noting that the effort to change traditional university curriculums

has become a flashpoint of the p.c. debate.

"University curriculums are intended to help develop critical, open minds. But the encouragement of diversity in curriculums becomes threatened when it is expressed as nothing more than a debate on the merits of political correctness."

• CUSA/CASA from page 4

longer have to feel embarrassed about my position. To all your readers out there, from now on when you read about the mismanagement at CUSA, please remember that the commerce association is not experiencing any problems. We at the Concordia Management Society and other associations do not wish to be confused with CUSA and its problems.

**Heather Gardiner
V.P. Finance,
Concordia Management Society**

• LESBIANS AND GAYS from page 7

of the respondents would have done so if the event had sexist connotations.

"That's pretty dramatic," Rayside said in a telephone interview from Toronto. "It's a reflection of the social acceptability of homophobic remarks."

Isobel Heathcote, University College's Residence Dean at the time of the study, said she knew that the residence environment had had "the odd problem" vis-à-vis lesbians and gays, "But I was simply not prepared for what the committee showed me."

Redneck prejudice

"The responses ranged from sympathetic liberalism to the most shocking kind of redneck prejudice. (Example: 'I can sympathize with gay-bashing because those faggots teach children their own perverse habits.')"

One student said: "It's not homophobia — it's just that we hate fags. They really repulse me and if I'm ever propositioned by one I'll kill him."

The results of the study led Heathcote to conclude that "our society is as intolerant of homosexuals now as it was of other races 30 years ago."

Completed questionnaires should be mailed to the Task Force on Lesbian and Gay Life at Concordia, Administration Building, Room 121, Loyola, or delivered to the following locations: Loyola and Sir George Williams campuses — Campus Ministry, Counselling and Development, Dean of Students Office, Health Services, Recreation and Athletics, Services for Disabled Students; Sir George Williams only — the Information Desk, International Student Office, Women's Centre and Financial Aid and Awards.

Concordia sets up homophobia hotline

The Task Force on Lesbian and Gay Life at Concordia has established a hotline on homophobia and heterosexism.

Anyone wishing to report an incident of discrimination on the basis of sexual orientation should call 848-3991.

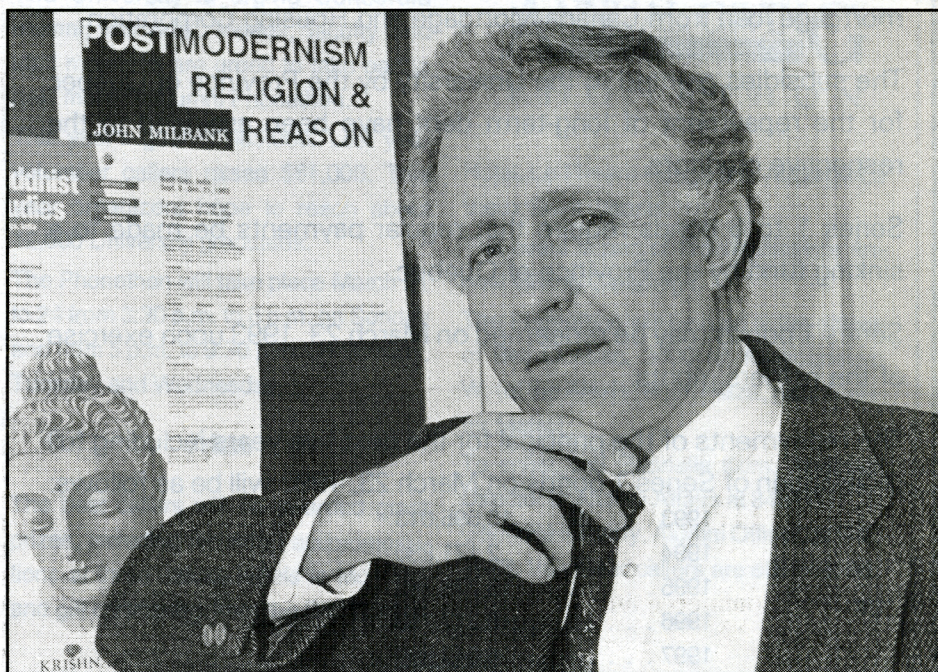
Committee member Jason Boyd, the former co-ordinator of the Concordia Queer Collective — the lesbian and gay student

group — said prior to now, lesbians or gays who were the victim of some form of homophobia or heterosexism had nowhere to go.

The Concordia Queer Collective has received countless threats, he said, ranging from the run-of-the-mill "you're sick, you need to be helped" comments to a break-in when a safe-sex poster was defaced.

—MO

• CORPORATE MORALS from page 1



Professor Fred Bird who teaches in both the Departments of Religion and Management, has been studying the moral issues of running large corporations for several years.

PHOTO: Marcos Townsend

"To say business is just in the business of making profits is to ignore enormously important parts of the reality of doing business," Bird said. "It's not looking at what's right in front of your face."

Bird is especially interested in examining why corporate employees don't speak up about wrongdoing within their companies, and what conditions would allow them to do so.

Ombuds office useful

He doesn't have a definite answer yet, but says that it seems that "organizations which encourage communications from the bottom up as well as from the top down," appear better equipped to deal with wrong-

doing. Having an ombuds office also seems to help.

Ideally, corporations should create an environment in which people who speak up about wrongdoing aren't ostracized by their co-workers. At the same time, malicious whistle-blowing — reporting colleagues' misdemeanours just to get them in trouble — should be kept to a minimum.

To foster that environment, "We should stress question-asking instead of whistle-blowing. Encourage people to raise questions. That will facilitate accountability."

If the consequences of speaking up were not so drastic, more employees would do it, Bird said. "They would think, 'I'm not going to make people lose their jobs, I'm just going to improve the quality of their work.'"

Nationalism can easily lead to tribalism and xenophobia

World needs fewer sovereign states: French

by Tom Donovan

The civil war raging in Yugoslavia epitomizes what Concordia Philosophy Professor Stanley French dubs "outmoded" political nationalism.

French, who was Dean of Graduate Studies at Concordia for 15 years before returning to teaching five years ago, has been a student of nationalism all his adult life.

"I use the word nationalism in a broad sense to apply to a certain pride in one's roots or heritage," French explained. "In this way, it isn't confined to the nationalism found in political entities."

"For instance, movements in the last 30 years, such as the 'black is beautiful' movement, the feminist movement, even the urge on the part of nationalists in Québec to preserve and nourish their language and culture, represent a desirable manifestation of nationalism to me."

The nationalist sentiment which culmi-

nates in practices like the "ethnic cleansing" in Bosnia-Herzegovina, is an ugly reminder that nationalism, though always existing in opposition to something, can easily spill over into tribalism and xenophobia.

"It may sound extreme, but if black nationalism had led to the killing of whites, that would seem analogous to Serbs indiscriminately killing Muslims just because they're Muslim," he said.

Collective mentality

"There are many philosophers who dispute the very notion of collective rights. I believe in collective rights but, too often, they flourish at the expense of individual or minority rights. I don't think Mr. (former Prime Minister Pierre Elliott) Trudeau is wrong when he rails against the dangers of the 'collective mentality.'"

French called attention to statements made by UN Secretary-General, Boutros Boutros-Ghali, that 400 nation-states are envisioned worldwide if the current trend toward decentralization persists in the former Soviet Union, Eastern Europe and here in Canada.

"I call this old-fashioned nationalism be-

cause the whole idea of the nation-state peaked in the 19th century. That kind of extreme political nationalism is outmoded because the world today — with the EEC, free trade and the Maastricht agreement — is attempting to overcome state nationalism.

"That states in the common market are giving up a bit of sovereignty for the well-being of the whole is forward looking. But the desire for outright sovereignty, with each nascent state hankering for its own little army and currency, whether in the thirst for recognition or autonomy, it makes them economically less viable and politically more volatile. Democracy can only take root through mutually reinforcing trade and shared interests."

The world needs fewer, not more sovereign states, and the future lies in the United Nations or some similar version of world federalism, French contended.

"I've always been a world federalist. I long some day to see every nation, while enjoying a limited form of sovereignty, belong to a world parliament. It may not be perfect, but that way the desire for recognition as a people can be reconciled with the grossly immoral deeds perpetrated in the name of national identity."

AIDS Information Session

Join in an informal discussion, accompanied by an educational video, focussing on "Discussing AIDS with your Children." This is a great opportunity for all those interested in gathering pertinent information and discussing concerns in a relaxed setting.

Loyola, AD 511 from noon to 2 p.m. Bring your lunch. Facilitated by Diane Bellemare, Health Educator and AIDS Resource Person. Free. For more information, call Staff Training and Development at 848-3668.

OPEN MEETINGS OF TASK FORCE ON SENATE REFORM

The next three meetings of the Task Force on Senate Reform will be held:

on Feb. 19 at 1:30 p.m. in Room 773 of the Henry F. Hall Building;

on March 2 at 3:15 p.m. in Room 769 of the Hall Building;

and on March 5 at 9:30 a.m. in Room 520 of the Administration Building on the Loyola Campus.

In particular, the Task Force will be considering Senate's mission, responsibilities and committees. The Task Force welcomes observers as well as written submissions or oral presentations. Further information may be obtained from Professor Katherine Waters at 848-2331.

GOVERNORS from page 1

structed to submit its report within six months of the date of its first meeting.

An internal review was held last fall into all aspects of security operations before, during and after the shootings of five people in the Henry F. Hall Building on Aug. 24, 1992. The findings of that review were released last December.

The decision to establish the independent Committee of Inquiry was made yesterday at the Governors' regular monthly meeting. The Governors were acting on a commitment made by the University last fall. Their

decision follows the conclusion of the preliminary hearing of former Concordia Mechanical Engineering Department Associate Professor Valery Fabrikant, who has been charged in connection with the shootings.

The text of the Board of Governors resolution is printed below.

Rector Patrick Kenniff told CTR after the meeting that the University is continuing to collaborate closely with the Concordia University Faculty Association (CUFA) in all matters relating to these inquiries.

Resolution of the Board

The following is the text of the resolution adopted yesterday by the Board of Governors concerning the establishment of an independent committee of inquiry into all aspects of scientific and academic integrity at Concordia.

Be it resolved that:

1. The Board of Governors establish an independent Committee of Inquiry to address issues with respect to scientific and academic integrity at Concordia University. This Committee shall have the following terms of reference:

a) In the first instance, the Committee shall determine what rules, procedures and practices are currently in force or in use at Concordia University with respect to scientific and academic integrity, particularly as regards research in the field of engineering.

b) The Committee shall then determine whether these rules, procedures and practices conform to those generally in force or in use at other Canadian universities.

c) The Committee shall then address all aspects of the issues related to scientific and academic integrity that have been raised recently. Without in any way limiting the scope of the general inquiry, the Committee shall address the issues raised in the letter

which Ms. Catherine Armour of NSERC sent to Dr. Rose Sheinin on 17 July 1992.

d) The Committee shall commence to meet as soon as possible after its members have been appointed and shall complete its work within six months of its first meeting.

e) Subject to the rules of natural justice and such rules as the Board may determine, the Committee may establish its own rules of procedure. Any rules established by the Board or the Committee shall be communicated to all those making submissions or appearing before the Committee.

f) In its conclusions, the Committee shall report its specific findings and make recommendations with respect to its mandate. It may also formulate any general or specific recommendations of a policy nature which it deems appropriate and useful, within the terms of reference of the inquiry.

2. The Committee shall be composed of three members from outside the University. Membership shall be determined by the Board as soon as feasible, on the recommendation of the Executive Committee.

3. Administrative support for the Committee shall be provided through the Office of the Secretary-General.

Distinguished Teaching Award Nomination Form

Faculty of Commerce and Administration, Concordia University

I, _____

would like to nominate professor _____

for consideration of this year's Distinguished Teaching Award

NOMINATOR'S SIGNATURE _____

I.D.# _____

DATE _____

This form must be submitted to the CASA office (SGW, GM 218-7) or the Dean's Area (SGW, GM 403-21) by March 10, 1993

RESEARCH SERVICES MONTHLY DEADLINES

AGENCY	GRANT	DEADLINE
Centre for Advanced Study in the Visual Arts	Senior Fellowships	Mar. 15
FCAR	Centres de recherche	Mar. 26
Fonds des services aux collectivités		Mar. 5
Health and Welfare Canada	Collaborative Research on AIDS	Mar. 23
Institute of Public Administration of Canada	Award	Mar. 22
Partnerships-DEC	Matching Grants for the Purchase of DEC Equipment	Mar. 26
Partnerships-NSERC-Environment Canada	Endangered Species Recovery Fund	Mar. 23
Reservoir and Recovery Forum - Canada	Grants and contracts	Mar. 23
SSHRC	Aid to Occasional Scholarly Conferences in Canada	Mar. 15
SSHRC	Support to Specialized Collections	Mar. 23
SSHRC	Travel Grants for International Representation	Mar. 15
Secretary of State	Miscellaneous	Mar. 25
Canada Council	The Explorations Programme	Apr. 23
Developpement de la culture scientifique et technique	Experimentation sociale des nouvelles technologies	Apr. 2
Health and Welfare Canada	Diabetes in the Canadian Aboriginal Population	Apr. 23
NSERC Strategic	Individual and Team Strategic Grants	Apr. 1
Roehrer Institute	Research Grants	Apr. 23
Science Culture Canada	Project Funding/Core Funding	Apr. 1
Secretary of State	Canadian Ethnic Studies Conferences	Apr. 23
Secretary of State	Research Grants in Ethnic Studies	Apr. 23
Secretary of State	Visiting Lectureships	Apr. 23

LACOLLE CENTRE

SATURDAY, FEBRUARY 20

Team Building and Staff Motivation

Learn ways to build into your workplace new and/or improved, non-monetary incentives, pride, communication and a feedback system for a more cohesive group culture consisting of more contented, efficient and effective staff members. Workshop Leader: Micki Vosko. Time: 9:30-16:00. Cost: \$53.50. Location: TBA, Loyola Campus. Information: 848-4955.

SATURDAY, FEBRUARY 27

Body Connection

Explore ways to be more self-aware through breath, alignment, relaxation and movement exploration. Participants will look at freeing habitual patterns which block the natural flow of energy through the body and inhibit spontaneous expression. Workshop Leader: Jo Leslie. Time: 9:30-16:00. Cost: \$53.50. Location: TBA. Information: 848-4955.

ART GALLERY

The Leonard and Bina Ellen Art Gallery is located at 1400 de Maisonneuve Blvd. W. Information: 848-4750.

UNTIL FEBRUARY 27

"First Impressions: European Views of the Natural History of Canada from the 16th to the 19th Century" (Organized and circulated by the Agnes Etherington Art Centre, Queen's University, Kingston) Time: Monday-Friday 10:00 - 20:00 and Saturday 10:00 - 17:00
"Contemporary Works from the Permanent Collection" Time: Monday-Friday 10:00 - 20:00 and Saturday 10:00 - 17:00

UNTIL MARCH 6

Gregory Ball

Etchings and Drawings by Concordia graduate student Gregory Ball. Location: McClure Gallery, The Visual Arts Centre, 350, avenue Victoria. Vernissage, February 11th from 19:30-21:30 Gallery hours: Tuesday-Wednesday 10:00-18:00, Thursday 10:00-21:00, Friday-Saturday

SPECIAL EVENTS

Muslim Students' Association

Friday prayer is offered on the SGW Campus throughout the year. The Khutba starts at 13:15 and the prayer is held at 2090 Mackay St. (Annex Z) Room 05. Also note the four daily prayers are offered in congregation; timing is posted at the mosque.

Krishnamurti Videotape Presentations

"The Future of Humanity" Part II; February 19, H-420; 1455 de Maisonneuve Blvd. W. Time: 20:00. Sponsored by CARA, Information en Français: 598-5339 and in English: 937-8869. Donations. Admission is Free.

GRADUATE NEWS

Graduate Student Get-Togethers - School of Graduate Studies

The academic year 1992-93 is the inaugural year for the School of Graduate Studies. It will prove to be exciting and will provide us with the opportunity to initiate projects, such as promoting a lecture series by visiting speakers and other similar ventures, to forge stronger links between faculty and students and to stimulate scholarly debate within the community. In addition, Dean Martin Kusy would like to meet with graduate students so we have arranged a "get-together" for this purpose. There will be a session this semester at our Graduate Administrative offices, 2145 Mackay St. It will be held from 18:00 - 20:00 on the following date: Monday, March 8, 1993. Because our space is limited, I ask that you please reserve by contacting Ms. Kali Sakell at 848-3803 if you are interested in attending. We look forward to seeing you.

G.S.A. General Assembly

The next General Assembly will be held on Thursday, February 18, 1993 from 18:00-19:00 at Graduate House, 2030 Mackay St., 1st Floor. All graduate students are requested to attend!

Interdisciplinary Speaker Series

Jim Sandborn, Washington, D.C., "Natural Settings" Thursday, March 4th, 1993, 20:00. Location: H-773, 1455 de Maisonneuve Blvd. W.
Constance Penley, University of California, Santa Barbara, "Spaced Out: Remembering Christa McAuliffe" Wednesday, April 7th, 1993, 18:00. Location: DL-200, 7141 Sherbrooke St. W.

THESIS DEFENSE

MONDAY, FEBRUARY 22

Beverly Murray at 10:00 in H-773, 1455 de Maisonneuve Blvd. W. Thesis Title: "Contribution of Anterior Medial Forebrain Bundle Neurons to Self-stimulation of the Lateral Hypothalamic and Ventral Tegmental Areas."

THURSDAY, FEBRUARY 18

Hear my son (1991) Peter Chelsom at 19:00; Le Viol d'une fille douce (1968) Gilles Carle at 21:30.

FRIDAY, FEBRUARY 19

Les Males (1971) Gilles Carle at 19:00; Chouans (1987) Philippe de Broca at 21:00.

SATURDAY, FEBRUARY 20

Une flamme dans mon coeur (1987) Alain Tanner at 19:00; La Chute des Feuilles (1966) Otar Iosseliani at 21:00.

SUNDAY, FEBRUARY 21

Nord (1991) Xavier Beauvois at 19:00; Il était une fois un merle chanteur (1970) Otar Iosseliani at 21:00.

MONDAY, FEBRUARY 22

Les Enfants du Paradis (1943-45) Marcel Carné at 19:00.

TUESDAY, FEBRUARY 23

Hour of the Furnaces (1967) Fernando Solanas at 20:30.

WEDNESDAY, FEBRUARY 24

Red River (1948) Howard Hawks at 20:30.

THURSDAY, FEBRUARY 25

La Chasse aux Papillons (1992) Otar Iosseliani at 19:00; Un petit monastère en Toscane (1988) Otar Iosseliani at 21:30.

THEATRE

"27 Wagons Full of Cotton and The Long Goodbye," by Tennessee Williams

February 18, 19, 20 at 20:00. February 21 at 14:00 Admission: \$4 students and senior citizens, \$6 general public. No Reservations. Tel: 848-4742. Location: D.B. Clarke Theatre, 1455 de Maisonneuve Blvd. W.

FILM

CONSERVATORY OF CINEMATOGRAPHIC ART

Admission: \$3.00 (including taxes) per screening. Location: Cinéma J.A. DeSève. (1400 de Maisonneuve Blvd. W.). Information: 848-3878.

FRIDAY, FEBRUARY 26

Pastorale (1976) Otar Iosseliani at 19:00; Et la Lumière Fut (1989) Otar Iosseliani at 21:00.

THE LOYOLA FILM SERIES

Admission: **FREE**. Location: F.C. Smith Auditorium, Concordia University Loyola Campus, 7141 Sherbrooke St. W. Information: 848-3878.

WEDNESDAY, MARCH 3

Voyage in Italy (1953) Roberto Rossellini at 19:00; Blow up (1966) Michelangelo Antonioni at 20:30.

WEDNESDAY, MARCH 10

Excerpts from Fellini Roma at 19:00; Amarcord (1974) Federico Fellini at 19:30.

ITALIAN FILM SERIES

Admission: **FREE**. Location: Centennial Hall, Room 030, Loyola Campus, Concordia University. Time: 13:00-15:30.

TUESDAY, MARCH 2

La Pelle, Liliana Cavani.

TUESDAY, MARCH 9

La Storia, Luigi Comencini.

TUESDAY, MARCH 16

8 1/2, Federico Fellini.

TUESDAY, MARCH 23

Il nome della rosa, Jean Jacques Annaud.

• The BACK PAGE continued

CAMPUS MINISTRY

Monday or Thursdays - ULTIMATE QUESTIONS - Annex Z, 2090 Mackay:

Seven studies and discussions. Mondays at 11:00 a.m. or Thursdays at 11:00 a.m. For information Peter Macaskill, 848-3591.

Tuesdays - Prison Visits

A dialogue programme with inmates at Bordeaux. Students must meet with one of the Chaplains in advance. For info., phone Matti Terho at 848-3590 or Peter Coté at 848-3586.

Wednesdays - Women's Spirituality - 13:00-14:30

Annex Z, 2090 Mackay St. For info. Daryl Lynn Ross at 848-3585.

Thursdays - Sex and Spirit - 13:15-14:30 - Annex Z, 2090 Mackay St.

A group to reflect on our sexuality and spirituality in an open and supportive setting. For info, call Daryl Lynn Ross at 848-3585.

Friday, February 19th, 12:00-13:30, 2496 West Broadway - Pancake Lunch - Everyone Welcome.

Loyola Campus, Annex WF. Please join the Chaplains to partake in the annual tradition "Pancake Tuesday - Mardi Gras Feast". This year it will take place on Friday, however the pancakes and crepes will be the same delight and there will be a wide choice of fillings supplied by the Chaplains. Suggested donations: \$3. Call 848-3588.

Passion Play - Loyola Chapel - March 5th at 20:00 and March 6th at 13:00 and 19:30, Sunday, March 7th at 14:00.

"Death you fool" by Dario Fo, directed by Jennifer Heywood-Jackson. The cast are members of the Concordia Theatre Department.

Mondays, 7:30-9:00 - Creating Positive Relationships:

A 15-session workshop to help you create positive, healing, loving relationships, facilitated by Michelina Bertone, S.S.A., 5140 West Broadway (corner Fielding), Donation \$10., Info and Registration, Michelina Bertone, 848-3591 or 481-7875.

Wednesdays - Experience Peace and Healing through Prayer and Meditation:

A 10-session workshop begins February 3, 12:00-13:30, 2090 Mackay St., given by Michelina Bertone, S.S.A. Designed to explore the meaning and various forms of prayer and meditation. Donation \$10., Info and Registration phone M. Bertone at 481-7875 or 848-3591.

Come to Denver, Colorado for the VIIIth World Youth Day

Participate in an experience of a lifetime. Young adults from over 70 countries gather for a journey of self-discovery, belonging, community building, a celebration of Mystery of God's loving presence in your life. Date: August 7-21, 1993.

CONCERT HALL



CONCORDIA CONCERT HALL

The Concert Hall is located at 7141 Sherbrooke St. W. (Metro Vendôme - Autobus 105). Admission is free to all concerts. (except where indicated.) Information: 848-7928.

SUNDAY, FEBRUARY 28

The Concordia Orchestra in Concert, Sherman Friedland, conductor.
Lalo-Concerto for cello and orchestra, with Mary Stein, soloist.
Mozart-Symphony #39. Time: 15:30

WEDNESDAY, MARCH 3

Electroacoustic Concert. Time: 20:00.

THURSDAY, MARCH 4

Electroacoustic Concert. Time: 20:00.

FRIDAY, MARCH 5

Electroacoustic Concert. Time: 20:00.

SATURDAY, MARCH 6

Classical Music, "Music for Woodwind Instruments." Time: 20:00.

MONDAY, MARCH 8

Classical Music, "The Concordia Chamber Choir in Concert" Time: 16:00.

THURSDAY, MARCH 11

Contemporary Music, "New Music at Concordia" Time: 20:00.

LECTURES/SEMINARS

THURSDAY, FEBRUARY 18

Thursdays at Lonergan

Dominique Deslandres, PhD, Department of History, Université de Montréal, on "French Missions in the 17th Century" Time: 15:00 - 16:30. Location: (7302 Sherbrooke St. W.) Coffee available from 14:45. Information: 848-2280.

The St. Lawrence Institute

Symposium on "Eric Voegelin and Rethinking the Enlightenment." Time: 19:30. Location: The Holiday Inn Crowne Plaza, 420 Sherbrooke St. W., Salon Diplomat. Admission is free. Everyone welcome.

Science College

Dr. Charles R. Gallistel, UCLA on "The Computational Brain." Time: 20:30. Location: H-110, 1455 de Maisonneuve Blvd. W. Information: 848-2595.

School of Community and Public Affairs

Professor Marguerite Mendell, SCPA, will speak on "Alternative Economic Strategies: Democratizing Capital." Time: noon. Location: Basement Lounge, SCPA, 2149 Mackay St. Coffee provided, everyone is welcome.

WEDNESDAY, MARCH 3

Master of Science in Administration Programme

Information Session. Time: 17:30. Location: GM-407-1, 1550 de Maisonneuve Blvd. W. Call 848-7595 to reserve.

THURSDAY, MARCH 4

Thursdays at Lonergan

Marianne Ainley, PhD, Principal, Simone de Beauvoir Institute and Fellow, Lonergan University College, on "Who Determines the Topics of Scientific Research? Lessons from Canadian History" Time: 15:00 - 16:30. Location: (7302 Sherbrooke St. W.) Coffee available from 14:45. Information: 848-2280.

Department of History

Professor Belinda Davis, Department of History, Rutgers University, on "Battles over Butter: Women, Gender and Homefront Politics in World War I Berlin." Time: 20:15. Location: H-520, 1455 de Maisonneuve Blvd. W. Information: 848-2435.

FRIDAY, MARCH 5

Friday Brown Bag Seminar Series

Ron Coyte, Associate Professor, Political Science, Concordia University, will speak on "A Federal Europe?" Time: 12:00 - 13:00 in the Vanier Extension Lounge, 3rd floor. Bring your lunch, join in, meet your colleagues. Those who attend regularly are invited to submit presentation proposals for next year.

TUESDAY, MARCH 9

Learning Development Office

Bridging the Gap in Responding to Papers; Time: 9:30-12:00. Location: H-440, 1455 de Maisonneuve Blvd. W. Leaders: Mary Mar and Mary O'Malley. Registration information: 848-2495.

WEDNESDAY, MARCH 10

The Loyola Peace Institute

Dr. Norman Ingram, PhD, Department of History, Concordia University, on "French Feminist Pacifism and the Politics of Marginality: 1930-1939." Time: 16:00-17:30. Location: 7302 Sherbrooke St. W., Lonergan College.

MEETINGS

Amateur Radio Club Meetings

Meetings will be held every Tuesday night from 19:00 - 23:00 in H-644-1, 1455 de Maisonneuve Blvd. W. Activities include shortwave listening, international contests, data communications, licensing classes start Feb. '93. Information call 848-7421.

Social Aspects of Engineering

Social Aspects of Engineering is holding an information session on Wednesday, March 10, 1993. Time: 14:00-15:30. Location: H-110, 1455 de Maisonneuve Blvd. W. Information: 848-3071.

Arts and Science Faculty Council Meeting

The next Arts and Science Faculty Council Meeting will be held on Friday, March 19, 1993. Time: 14:00. Location: DL-200, Russell Breen Senate Chamber, 7141 Sherbrooke St. W.

See BACK PAGE page 18

HOW TO USE CD-ROMs

Workshops will be held from February 15 to March 12 on different CD-ROMs in the R. Howard Webster Library.

The CD-ROMs covered in the workshops will be:

- ERIC - education
- SOCIOFILE - sociology/anthropology
- CBCA - Canadian business and current affairs
- ASTI - Applied Science and Technology Index
- BAI - Biological and Agricultural Index
- SSI - Social Sciences Index
- ABI - business
- F&S - business
- HI - Humanities Index
- MLA - Modern Language Association Bibliography

WORKSHOPS

Friday, Feb. 19 12:15 p.m. HI & MLA, Webster 212	Monday, March 1 12:15 p.m. ERIC & SOCIOFILE, Webster 212
Monday, Feb. 22 5:30 p.m. ERIC & SOCIOFILE, Webster 212	Tuesday, March 2 12:15 p.m. CBCA, Webster 212
Tuesday, Feb. 23 5:30 p.m. CBCA, Webster 212	Wednesday, March 3 12:15 p.m. ASTI, BAI, SSI, Webster 212
Wednesday, Feb. 24 5:30 p.m. ASTI, BAI, SSI, Reference Area	Thursday, March 4 12:15 p.m. ABI & F&S, Webster 212
Thursday, Feb. 25 5:30 p.m. ABI & F&S, Webster 212	

Sign up at R. Howard Webster Library Reference Desk or call 848-7777.

CPR COURSES

The following CPR courses will be offered by the Environmental Health and Safety Office in the next few weeks. Members of the Concordia community or outside community are all welcome to take these courses. There will be a discount price for the Concordia community. SO, HELP SAVE A LIFE, IT'S AS EASY AS ABC. For all those who are interested, please contact Donna Fasciano, Training Co-ordinator at 848-4355 for more information.

FEBRUARY 26, 27 and 28, 1993

BLS Instructor's Course

This 18-hour course is for people who would like to become instructors. Prerequisites for candidature are: Certification within the previous six months in Basic Cardio Life Support and an interest in teaching.

MARCH 7, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing one-person rescuer CPR and management of the obstructed airway.

MARCH 14, 1993

CPR Heartsaver Plus Course

8-hours for life. This course includes rescue breathing and one-person rescuer CPR, management of the obstructed airway and infant, child resuscitation.

MARCH 21, 1993

BLS Refresher Course

6-hours for life. This course is offered to people certified in the Basic Cardio Life Support Course, who want to renew their certification and update their knowledge.

MARCH 27 and 28, 1993

Basic Life Support Course

12-hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR), management of the obstructed airway and infant child resuscitation.

APRIL 4, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing and one-person rescuer CPR, and management of the obstructed airway.

ALUMNI ACTIVITIES

TUESDAY, MARCH 2

Introduction to Volunteerism

This workshop will offer participants a perspective on the many facets of volunteerism and its importance in our society. Topics to be discussed include: evolution and philosophical aspects of volunteerism, portrait of a volunteer and choosing a volunteer activity. Location: Faculty Club Dining Room, 1455 de Maisonneuve Blvd. W., 7th floor. Time: 19:00-21:30. Price: \$12. Reservations are confirmed upon receipt of payment. Call 848-3817 for more information.

TUESDAY, MARCH 16

Dressing for Success

Your professional image often speaks before you say one word. In this workshop, for both men and women, you will discover how colours, styles and lines will help you project the image you want. Location: Faculty Club Dining Room, 1455 de Maisonneuve Blvd. W., 7th floor. Time: 19:00-21:30. Price: \$12. Reservations are confirmed upon receipt of payment. Call 848-3817 for more information.

APRIL 18, 1993

Baby Heartsaver Course

6-hours for life. This course includes rescue breathing, CPR, as well as management of obstructed airway in the infant and child.

APRIL 24, 1993

CPR Heartsaver Plus Course

8-hours for life. This course includes rescue breathing, one-person rescuer CPR, management of the obstructed airway and infant, child resuscitation.

APRIL 25, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing, one-person rescuer CPR and management of the obstructed airway.

MAY 1 and 2, 1993

Basic Life Support Course

12-hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant child resuscitation.

MAY 9, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing and one-person rescuer CPR and management of the obstructed airway.

MAY 16, 1993

BLS Refresher Course

6-hours for life. This course is offered to people certified in the Basic Cardio Life Support Course, who want to renew their certification and update their knowledge.

MAY 29, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing, one-person rescuer CPR and management of the obstructed airway.

MAY 30, 1993

CPR Heartsaver Plus Course

8-hours for life. This course includes rescue breathing, and one rescuer CPR, management of the obstructed airway and infant, child resuscitation.

JUNE 6, 1993

CPR Heartsaver Course

4-hours for life. This course includes rescue breathing, one-person rescuer CPR and management of the obstructed airway.

JUNE 13, 1993

Baby Heartsaver Course

6-hours for life. This course includes rescue breathing, CPR, as well as management of obstructed airway in the infant and child.

JUNE 19 and 20, 1993

Basic Life Support Course

12-hours for life. This course includes rescue breathing, one-person cardio-pulmonary resuscitation and two-person cardio-pulmonary resuscitation (CPR) management of the obstructed airway and infant child resuscitation.

Events, notices and ads must reach the Public Relations Department (BC-115) in writing no later than Friday, 5 p.m., the week prior to Thursday publication.

Contact Kevin Leduc at 848-4881 or FAX 848-2814.

COUNSELLING and DEVELOPMENT

Do you know...How to study and improve your G.P.A.? Where to locate university calendars worldwide? Where to find a job? How to orient your career? Where you can get support in dealing with personal issues? Be sure to drop by Counselling and Development (Student Services), pick up our brochures, sign up for our WORKSHOPS, meet new and interesting people and find the answers. Our services are available on both campuses. SGW, H-440, 1455 de Maisonneuve Blvd. W., 848-3545 and Loyola, 2490 West Broadway, 848-3555.

Learning and Writing Centre

The Learning and Writing Centre offers personalized assistance to all Concordia students who want to improve their academic skills and learning potential.

Counselling Service

Professional counsellors offer Concordia students educational, career and personal counselling – one-on-one or in groups. Various tests can help identify and understand particular needs and talents.

Careers Library

The Careers Library, recognized as one of the best of its kind in Canada, helps students take control of their career development, including educational decision-making, career planning and job search.

Career and Placement Service

The Career and Placement Service offers employment counselling and placement services to undergraduate and graduate students seeking part-time, summer or permanent employment. Location: 2070 Mackay St.. Info: 848-7345.

Drop-in Service

A Drop-in Service is available. No appointment is necessary. A counsellor will offer 15-minute periods to help you with brief questions of an educational nature at Loyola (WC-101): Wednesdays and Thursdays: 12:00-13:00 and at SGW (H-440): Tuesday 13:00-14:00 and Thursday 14:00-15:00. A learning specialist will answer questions about learning strategies appropriate for your course at SGW (H-440): Mondays and Thursdays, 12:00-13:00.

SPECIAL NOTICES THIS WEEK**Looking for a Job?**

Details on summer jobs are available at the Career and Placement Service. CAPS can also help December grads find employment. Join a Job Search workshop, meet

with a counsellor, and/or check out our job boards. A variety of permanent positions are posted.

Thinking about Graduate School?

Important decisions regarding graduate education require careful planning. Explore the resources available to assist you at the Careers Library. We have a wide range of subject directories to graduate programmes as well as a comprehensive university calendar collection for Canada and the U.S.. Information on graduate and professional school admission tests and private sources of financial aid can also be obtained. Be sure not to miss application deadlines for programmes, admission tests and financial aid. Visit us soon at H-440 and 2490 West Broadway.

REGISTER NOW for Study Skills Workshops

Make this term more successful. Learn how to learn from your textbook and from lectures. Find out new time management tips, improve your approach to preparing for exams, taking exams, giving oral presentations and writing term papers.

Graduate Job Search

This two-session programme, for students in graduate studies (diploma or degree), will focus on the critical steps for a successful job campaign. Emphasis will be placed on the preparation of résumés and cover letters, the interview process, exploring the hidden job market, and researching employers. Tuesdays, March 2 and 9, 1993. Time: 9:30-12:30. Fee: \$10. Group Leaders: Priscilla David, PhD and Mary Scott, M.Ed.

Leadership Training

Does leading a group worry you? Can you team build and keep everyone in the game? Can you resolve conflicts and handle criticism? Learn to identify your leadership style, strengths and weaknesses. Register at H-440 for 3 sessions from March 5-19, from 9:30-11:30. \$10 fee. Group Leader: Dr. Priscilla David.

Assertiveness Training

Boost your image and confidence and learn: 1) to deal with people who bully and intimidate you, 2) to solicit constructive feedback, 3) to negotiate and work out compromises resulting in win-win situations, 4) to save face when making a mistake, 5) to lighten up. SGW (848-3545) for five sessions, Mondays 9:30-11:30, March 1-29. Limited registration. \$15 fee. Group Leader: Dr. Priscilla David.

UNCLASSIFIED

Tutoring

Tutoring available free of charge to students who have failed the University Writing Test. Info: 848-2326.

Boutique St. George

Good quality clothing, books, records, etc... Open Thursdays, 11:00-14:00. Location: 1101 Stanley St., opposite Windsor Station.

MacBac '93

A Reunion of former students of Macdonald Cartier High School and South Shore Catholic High School is planned during the weekend of May 21 to 23, 1993. For more information call the alumni office at 678-8978. Deadline for tickets is April 16, 1993.

Sabbatical in Paris?

One bedroom apartment, fully furnished and equipped, well located, quiet, 6,000 FF. (514) 342-2297.

WOMEN'S AGENDA

TUESDAY, MARCH 30

Simone de Beauvoir Institute

Joanne St. Lewis, Executive Director, LEAF, will speak on "Black Women and Black History Month." Time: 12:00 noon. Location: The Lounge, Simone de Beauvoir Institute, 2170 Bishop St. Information and Reservation: 848-2373. Admission is FREE.

FRIDAY, FEBRUARY 19

Concordia Women's Centre and the N.F.B.

Black Herstory Month Video Night. Showing: "A Darker Side", "Miss Amy and Miss May", "International Sweethearts of Rhythm", and "Hairpiece". Time: 19:30. Location: Mugshots Café, H-651. Information: 848-7431. Admission is FREE.

See BACK PAGE page 19